

NORTHWEST CHILDREN'S HOME

2012-2013 ANNUAL REPORT



ESTABLISHED

1908

Northwest Children's Home is a private, non-profit residential treatment center for abused, neglected and abandoned children and youth in need of mental health services. Northwest Children's Home offers quality short-and long term therapeutic and educational services in campuses in Lewiston and Nampa, Idaho. Our mission is to provide quality rehabilitative, therapeutic and educational services for children and families.

September is National Child Awareness Month, the perfect time to reflect on all the opportunities we provide children by those associated with Northwest Children's Home. Whether it's the leadership from our Board of Directors, the commitment and dedication of our many employees or the contributions from our donors and supporters, our role as providers, mentors, advocates and support staff provides a safe, stable and nurturing environment for children to learn and develop into caring, responsible individuals. This commitment is critical for ending the cycles of neglect, abuse and family crisis issues that often prevent our children from reaching their full potential.

I truly appreciate the efforts by so many and hope that all of you who involve yourselves in our mission realize the valuable role you play in building brighter futures for America's next generation. Thank you for caring; it is through these efforts that we can impact a child's life forever, for the better.



Rod Wilson
Executive Director

Challenge has been the theme coming from recent years “Letters from the Chairs”. I’m sure that theme would be constant with every non-profit company in American funded through government agencies and fund raising. Some will succumb to it and some will survive and thrive. I’m proud to say the Northwest Children’s Home is surviving and thriving. None of this would be possible without a dedicated board, highly competent administrative team, and a dedicated staff. We are blessed to have these people at the children’s home.

Challenges though did present themselves. No sooner had we posted our fiscal year 2012-2013 budget-we experienced a reduction in our census to a historic low. Unfortunately necessary cost cutting measures were implemented, and new revenue ideas discussed. Marketing of who we are and what we do were stepped up. Government agency budgets slightly improved and have responded. We now find our census at a history high level. A testament to me of our reputation of providing quality care to the children we serve.

For many years a critical service we provide is schooling to some children sent to NCH along with children from outlying areas. Because of unrealistic requirements imposed upon our school and children we were forced to separate ourselves from the Lewiston School District and revert back to educating our children through our private accredited school. This has been done and now we are under jurisdiction of the Idaho Department of Health and Welfare Department. We have been working through the necessary political channels to secure our funding and though this has presented another significant challenge I am confident we will succeed in our efforts.

I would be remiss if I did not acknowledge the generous support we receive from businesses and individuals in our service areas. Without them many of the necessary programs and also fun things the kid experience would not be possible. We can’t thank them enough. It’s truly been an honor serving on the board of an organization that has been in existence for over 105 years. Our mission is to provide quality rehabilitative therapeutic and education services for children and families. All involved constantly strive to make that happen. We may not be perfect, but I’ve seen the successes and cannot think of a more worthy cause.

Respectively,

A handwritten signature in black ink that reads "Sam J Canner". The signature is written in a cursive, flowing style.

Sam J Canner
Chair, Board of Directors

85

of children served during the fiscal year

5-17

ages of children served

RESIDENTIAL TREATMENT

Vision Program

The Vision program treats up to 16 boys ages 5-13 years of age with behavioral reactivity to abuse, trauma, and mental health issues. The program focuses on relationships with other people and practices skills such as:

- Following instructions while setting boundaries
- Learning how to work cooperatively with other kids
- Building trust with adults
- Addressing personal trauma

This program is individual goal based and each child's plan is carefully developed upon admission.



RESIDENTIAL TREATMENT

Vision Program Therapy

Therapy groups occurred 3 or more times weekly addressed:

- Basic social skills
- Understanding personal traumatic experiences and discussing personal history

Play therapy techniques may be used in certain cases as needed. Bi-weekly individual therapy sessions include:

- Phase work
- Making a plan for successful community reintegration
- Discussing personal trauma and reactions

These sessions may include family members. Additional meetings may occur based on the child's individual needs at any given time.

Virtues Program

The Virtues Program teaches kids to find and see the good within themselves and add on to those positives. As kids grow and develop these strengths, they develop positive self-esteem, healthier decision making abilities, and can make the changes needed to reintegrate back into a family setting.

RESIDENTIAL TREATMENT

Quest Program

16-bed program for boys ages 12 to 17. Treatment includes:

- A behavioral milieu program integrating individual and group therapy
- Family counseling
- Therapeutic recreation
- Special education

Components of the Positive Peer Support model provide youth opportunities to identify issues, problem-solve and manage behaviors. Milieu behavior management offers additional support to youth having difficulty with self-management.

Phase Work

Phase work is completed to progress throughout the program. Kids must be on each Phase for approximately thirty (30) days before advancing to the next Phase.

Phase 1 identifies “why they are here” and understanding rules and expectations of the program.

Phase 2 addresses appropriate interpersonal skills and building positive relationships, describing their personal inventory, and understanding how to live with others.

Phase 3 helps the kids understand how people can change, and identifying personal values and faulty beliefs.

Phase 4 residents are required to develop a PowerPoint presentation discussing what they have learned in the program and how they can apply it to their future goals.



over **1400**

process and community groups provided

18

of residents admitted into Quest Program

RESIDENTIAL TREATMENT

Quest Program Therapy

- **Process group** which occurs daily allows for kids to discuss their day and any interactions that occurred that day and their reactions to those situations.
- **Therapy groups** occur 3 or more times weekly and address basic social skills, positive feedback to peers, identifying the components of the anger cycle, and team building exercises.
- **Bi-weekly individual therapy** sessions include discussing behavioral goals, addressing trauma and planning community reintegration. These sessions may include family members as well. Additional meetings may occur based on the child's individual needs at any given time.
- **Goals group** occurs weekly and kids set goals and say encouraging words to one another during this time.
- **Writing group** provides the kids with an opportunity to journal about life experiences, write letters home, complete homework assignments, and allows them to use creativity to express their thoughts and feelings.
- **Community Meeting** is a daily group in which kids plan their day and any activities they would like to be a part of and any personal needs they may have with regard to outside contact and personal hygiene supplies.

6 months to 1 year

average length of stay for resident



RESIDENTIAL TREATMENT

Hopper Program

The Hopper program treats up to 20 boys ages 12-18 with behavioral and sexual reactivity issues. Each boy that admits into the Hopper Program will have line of site supervision during all awake hours and no more than 30 minute checks when asleep or in the restroom as prescribed by the therapist and outlined in policy.

Phase Work

The program consists of 5 phases that address individual risk factors that could lead to recidivism. The phases focus on several aspects of behaviors as well as what lead the youth to treatment and foster new coping skills and ways of thinking to reduce recidivism while in the community.

The phases include topics such as:

- Understanding why the youth is in treatment
- Setting personal goals and meeting them
- Empathy, leadership and community integration

To finish and successfully graduate from program boys must complete all 5 phases of assigned treatment work.

RESIDENTIAL TREATMENT

Hopper Program Therapy

Within the structure of a modified therapeutic community, residents are encouraged to recognize and correct the cognitive distortion that enables their progression through the sexual abuse cycle. This includes acknowledgment and understanding of the negative impact of their behaviors on victim(s). Pro-social values, beliefs, and behaviors are expected and supported. Youth progressing through the program will demonstrate strong coping skills in the areas of:

- Anger management
- Problem solving
- Healthy sexuality
- Conflict resolution

Experiential work is very important as it helps to demonstrate or practice developing skills in a variety of role play settings while in a supportive environment for immediate feedback. Cognitive Behavioral Therapy is also practiced.

Thinking for a Change group is a cognitive-behavioral based therapy group which aids with development of healthy decision making through an understanding of healthy decision making vs. cognitive distortions that lead to poor decision making.

A cornerstone of the Hopper Program revolves around developing and maintaining healthy and respectful relationships. Attachment work is very important, and is often a focal point in helping at risk youth learn to and experience and enjoy trusting relationships with others, and their ability to see other residents and staff as a source of support and strength. Community re-integration is the end goal.

RESIDENTIAL TREATMENT

Jewett Program

The Jewett Program holds the capacity to treat 16 girls ages 12-17. Residents typically present with a history of trauma and behavioral reactivity. Girls work through a 5 phase program with a minimum of 4 phases to complete program as prescribed by the therapist and agreed on by the treatment team.

Phase Work

The phases include but are not limited to :

- Understanding why they are in program
- Setting goals and working toward those goals
- Developing empathy
- Strengthening leadership
- Community integration



1,768

of individual therapy sessions that occurred on the Lewiston Campus

RESIDENTIAL TREATMENT

Jewett Program Therapy

Treatment is structured as a behavioral milieu which provides residents the opportunity to experience natural consequences, conflict resolution and age appropriate social skills in order to become a better choice maker, become more responsible for thoughts, feelings, actions and problem solving skills.

Therapy groups are facilitated by the program therapist and occur 3 or more times per week. Focus for group therapy is:

- Expressing thoughts and feelings with words
- Reducing negative feelings by choosing healthy thoughts
- Sharing past abusive acts to self and others as a means to reduce experiencing intense feelings of abandonment, abuse and hopelessness.

Group therapy also provides residents the opportunity to process issues in relation to past choices and the impact they have on today.

Individual therapy sessions are held at minimum bi-weekly to address mental, emotional and behavioral issues. The agenda of individual therapy sessions is tailored to individual treatment needs and may include family members when appropriate.

A Dialectic Behavior Therapy Group is led by a staff to help residents practice mindful awareness and acceptance through thoughtful decision making development.

RESIDENTIAL TREATMENT

Syringa Program

The Syringa program, located in Nampa, Idaho, offers multi-modal treatment for girls between age six and seventeen. We offer a consistent, predictable and reliable structure for our residents to feel safe while meeting their needs. Our facility is a 14,000 square foot structure built particularly to house residents with emotional, mental, and behavioral concerns. We house a park like back yard which offers tranquility and serenity for our girls as they develop their abilities to meet their own needs and manage their emotions and impulses. Syringa utilizes the Change Company journals, national research based materials, in developing lives and making changes in individualized treatment. To further assist this process, we offer a five phase program focusing on five key areas including:

- Understanding their problems
- Working on their problems
- Building empathy
- Role modeling
- Mastery and transition

RESIDENTIAL TREATMENT

Syringa Program Therapy

Syringa offers individual and group therapy sessions weekly as needed. There are three groups fitting the needs of the residents lead by our licensed therapist. We host our own nurse, in house meals, psychiatry, educational liaison and Para-Professional along with many well trained staff members. The residents receive education through the Nampa School District and/or Idaho Connects depending on their needs. Our girls experience recreational outings including camping, hiking, bicycling, walks, outing to the Nampa Recreation Center and various community special events. We work at maintaining a high level of safety and motivation in the treatment for our residents, which yields positive results. On average, our rate of success is 70% with residents transitioning into a less restrictive environment.



RECREATIONAL THERAPY

Recreational therapy at Northwest Children's Home includes Arts and Crafts, Wood Shop, Recreational Groups, Outdoor Groups, Swimming and various special events throughout the year. While promoted and used as a reward program, the activities chosen also expand upon the residents' educational and therapeutic program goals. The Activities Department employees plan activities that would be age-appropriate and normal for any child, while also trying to involve the residents in those unique activities that are available to children in our wondrous locale.

During a normal week, each program has 4 hours of craft shop, 4 hours of recreation and, during the summer, 14 hours of swimming. Additionally, on a rotating basis, each program is offered special day-length and over-night activities. Over the course of a year each resident participates in these activities multiple times, some more than others, depending on behavior.

- Digging Garnets at Emerald Creek
- Fishing and Hiking at Elk River Reservoir
- Ice Skating & Roller-skating
- Rock Climbing at the University of Idaho
- Dworshak Dam and Hatchery Tour
- Idaho Fish and Game Nature Walk
- Harlem Ambassadors Basketball Exhibition Game
- Lewis Clark State Baseball
- Washington State University Grizzly Bear Observatory
- Fishing at Mann's Lake, Winchester Lake, Waha Lake, Benewah Lake
- Snake River Boat Trip and Hiking through Hells Canyon
- Going to the Movies
- Swimming at the University of Idaho Pool
- Steelhead in the Classroom
- Insect Collecting
- Lewis Clark State Basketball
- Spalding National Park Fish Release Ceremony
- Gold Mining at Gibbs Eddy

324 days

of recreational therapy was provided to

120

residents, amounting to

1,280

separate activities

INDEPENDENT LIVING SKILLS

Residents of the Quest, Hopper, and Jewett Programs at the Northwest Children’s Home are taught daily life skills through the Independent Living Skills program utilizing the Casey Family Programs “Ready, Set, Fly” model. Residents attend weekly Independent Living Skills groups to prepare them for adulthood.

Areas of Focus

Groups are broken down in to various categories including:

- Career Planning
- Daily Living
- Self-Care
- Social Relationships
- Communication
- Housing and Money Management
- Home Life

Adulthood and Beyond

Residents over the age of 15 are eligible to receive additional guidance and support in completing applications for college, financial aid, and employment. Residents who are getting ready to age out of foster care while residing at the Northwest Children’s Home will receive additional support in securing a place to live and employment. They also have opportunities to have support in securing services such as, food stamps, Medicaid, Disability benefits, as well as many other services that may be available, prior to leaving the organization.

20

Career Days and special events were provided to residents

162

of workshops provided

120,960

of medications given

416

of nurse transports

153

of medical, vision & dental exams

379

of nursing appointments

NURSING & PSYCHIATRIC SERVICES

Northwest Children's Home currently contracts with a board certified child psychiatrist to provide psychiatric consulting services for our residential clients. Our child psychiatrist comes to us with many years of experience in the treatment of children and adolescents in the Boise area. The psychiatrist is responsible for diagnostic formulation, treatment consultation and medication management. Northwest Children's Home utilizes a Nurse Practitioner, who is responsible for these tasks at the Syringa Program for girls in Nampa. She is supervised by and consults regularly with our child psychiatrist.

The Nursing Department provides 65 hours/week on-site medical care, as well as 24 hour on-call medical services for residents. Services include:

- Coordinate medical care with local providers for all yearly physical and vision exams as well as bi-annual dental exams
- Certify that the residents are up-to-date on their immunizations and all yearly exams
- Draw and monitor all laboratory values with pediatricians/psychiatrist as ordered
- Meet with the child psychiatrist to coordinate psychiatric care and medication management for residents
- Offer on-site monitoring of changes in behaviors and results of medication changes
- Ensure that medical record/chart is current and up-to-date, including monthly chart audits and quarterly pharmacy audits
- Make sure that residents receive all prescribed medications and treatments
- Provide medications for all home visits and 30 days worth of medications for all discharges
- Coordinate with families/caregivers for medication management
- Provide yearly influenza vaccines for staff and residents

7,090

of training hours completed by staff

86

of new staff members trained

TRAINING

Upon hire, employees receive **130 hours** of combined observation, training, and direct supervision prior to working alone with children. New staff are trained on policies and curriculum specific to providing care to youth in a residential setting. Policies such as PREA, HIPPA and FERPA are highlighted.

Trainings include:

- Suicide Prevention
- First Aid/CPR
- Mandt Intervention Technique
- Child Abuse & Mandated Reporting
- Rape Prevention
- Program Training
- Medication Dispensation & Assistance
- Infection Control
- Seclusion
- Pat Down Training
- Fire Safety
- Fetal Alcohol Syndrome
- Water Safety

Each year employees receive up to 20 hours of training recertification.

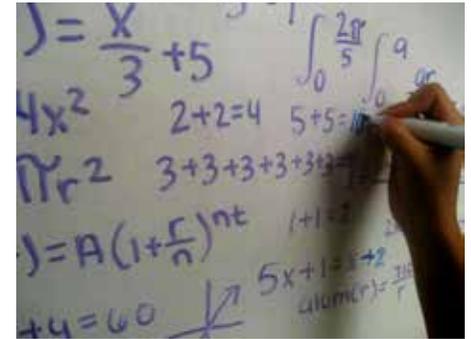


EDUCATIONAL CENTER

The Northwest Children's Home (NCH) Education Center is accredited by AdvancED, formerly the Northwest Accreditation Commission. We serve both Idaho and Washington students, and are also approved by the State of Washington Superintendent of Public Instruction as a Non-Public Agency. Via contracts with area schools, the Education Center provides education and special education services for residential and community students.

Due to the large number of staff required to maintain a safe, high-quality program, educating students with emotional, criminological, and mental health issues is very expensive, about \$100/student/day. Currently, education revenues fall between a quarter- and half-million dollars per year short of break even. Providing adequate funding for our Education Center is thus, obviously, a top priority. The NCH Administrative Team and Board of Directors have worked long and hard with school districts, the Departments of Education, Health and Welfare and Juvenile Corrections, our legislators and the Governor's office to find a fair and suitable resolution to this issue. This process continues to be a challenging and difficult one.

The Education Center continues to use the Re-ED (re-education of emotionally disturbed children) philosophy as a foundation for working with at-risk students. The idea behind this viewpoint is to reinforce successes rather than failures. We have had a great many successes, and will continue to strive to improve students' academic and behavioral skills in order to prepare them for their communities.



110

of students served

100+

of IEP's drafted

EDUCATIONAL CENTER

Collaborations & Services

The program's counselors and education staff work closely with parents, therapists, case managers, placing schools, Department of Juvenile Corrections, Idaho Department of Health and Welfare, Vocational Rehabilitation, community counselors, and other community agencies to meet the needs of students and their families. Our Public School Liaison is assigned to facilitating the movement of students back into the public school system.

- **Individual Education Plans:** Our team defines goals and identifies strategies to achieve those goals in IEP
- **GED Track:** Students who are older, have earned few credits and are in danger of not graduating are considered for a GED track. These students may opt to continue their studies and earn credit while preparing for the GED in the event that they change their mind and decide to graduate conventionally
- **Career Days:** Students participate in weekly career workshops hosted by local business members showcasing education and skill requirements
- **Vocational Rehabilitation:** Students who are identified as appropriate are referred to Vocational Rehabilitation services for employment assessments and assistance in finding jobs
- **Communication and Social Skills:** Education Center staff work with students daily to increase the effectiveness of their communications and record their progress in their daily ratings. The positive Education Program (PEP) facilitates improving communication and social skills through daily Goals and Positive groups



FOOD SERVICES

Meal time is offered 3 times daily with 2 snacks in addition. During dinner and breakfast time, kids are developing team work, learning appropriate conversation making and developing table manners. Northwest Children's Home Food Services provides special meals for children with specific dietary needs.

A typical day in the kitchen for a cook would be to start at 7 a.m., 8:30 a.m. or 10:00 a.m. and end the day at 6:30 p.m. during the week. On weekends children receive family style meals in the comfort of their own home. The kitchen abides by state and federal regulations (National School Lunch Program) for meals and snacks served to the residents and Ed Center for breakfast and lunch.

Northwest Children's Home qualified for the extra 6 cent reimbursement for lunch by submitting a menu that met the guidelines of the National School Lunch Program. Northwest Children's Home dinners are homemade and cooks are constantly looking for recipes that kids love. Special holiday meals such as corned beef, cabbage, red potatoes and green rolls for St. Patty's Day are favorites. Big holiday buffet meals for Christmas and Thanksgiving are prepared annually.

82,000

of meals served

43,000

of snacks served

FUNDRAISING

Syringa House

This past year, the community's financial generosity of the Syringa House program was a source of inspiration and hope for the people on our staff who are dedicated to providing a pathway to happy and productive lives for girls who have known mostly pain and abandonment.

At Syringa House, and at all other Northwest Children's Home facilities, staffers have an increased level of appreciation for the support we receive in these times of economic difficulty and uncertainty. Thank you to those who gave to us in whatever way they could.

One of the most important wishes for the residents at Syringa House is to give them a better environment to live and to grow. Some successes may be little, but they make a large difference in the life of a girl. Just earning passing grades is a new experience for some of our girls. Having people who care enough to contact teachers, help with homework, keep track of grades, attend parent/teacher conferences, and support girls in their activities makes a difference for many of our clients. Some successes are just in the fact that the girls attend school regularly.

Those in our community who knew about our needs and decided to give are the reason our children have the opportunity to gain new insight, to change behaviors, and to learn and grow in a safe and supportive home with the oversight of highly trained and dedicated staff who do so much to turn around the lives of our girls.





REGENCE COMMUNITY PARTNERSHIP

In 2011, Northwest Children's Home received a 3-year grant commitment from Regence BlueShield of Idaho, which named the NCH its newest Community Partner Organization through 2013.

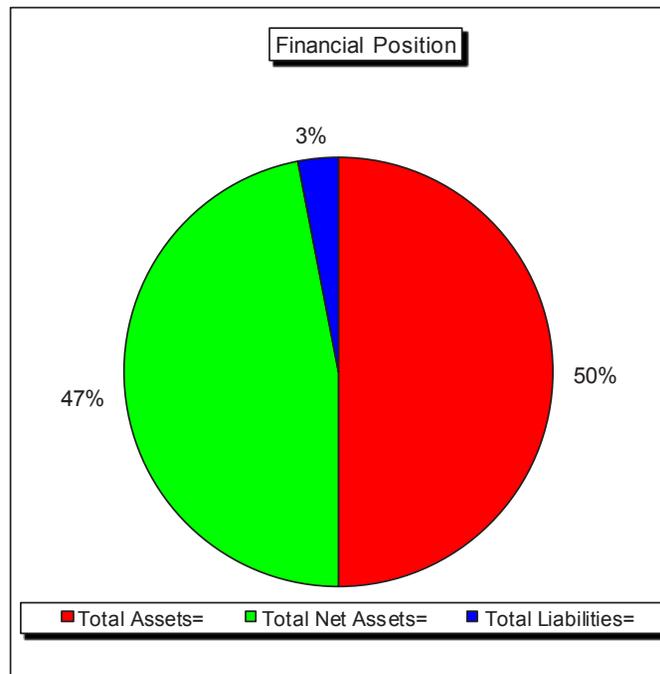
From Regence, the Northwest Children's Home has received comprehensive assistance through the financial grant, event support, board member involvement and employee volunteer support.

The goal of the Community Partnership Program is to help strengthen nonprofit organizations such as the Northwest Children's Home and to assist them in achieving their vision. The funds have been directed toward renovations of the Vision House, Jewett and Quest classrooms, allowing Northwest Children's Home to strengthen its educational programs and increase its capacity to make a difference in the lives of the children it serves.

The children, staff and board of directors at Northwest Children's Home are very honored to have been selected by Regence BlueShield of Idaho as a Community Partner Organization, It is clear that both Regence and NCH share a common vision in supporting special-needs children and families in our communities. This partnership will allow Northwest Children's Home to make needed improvements to classrooms and group therapy rooms and will significantly improve our learning environments that serve a special population of boys and girls. Thank you Regence.



STATEMENT OF FINANCIAL POSITION



Current Assets

Cash - operations	1,548,470
Cash - restricted	205,031
Marketable securities, at market	2,699,673
Accounts receivable	604,847
Allowance for uncollectible accounts	(34,742)
Prepaid expenses	27,203

Total Current Assets

Noncurrent Assets

Property and equipment	9,402,397
Accumulated depreciation	(5,295,543)
Net property and equipment	4,106,855
Endowments	184,638

Total Noncurrent Assets

TOTAL ASSETS

CURRENT YEAR

ACTUAL

Jun 30
2013

1,548,470
205,031
2,699,673
604,847
(34,742)
27,203
5,119,012

9,402,397
(5,295,543)
4,106,855
184,638
4,291,492

4,291,492

9,410,504

Jun 30
2013

Current Liabilities

Accounts payable	120,971
Accrued wages	149,377
Accrued payroll taxes and withholdings	75,676
Other accrued expenses	190,974
Deferred revenue	33,735
Long term liabilities	

Total Current Liabilities

Noncurrent Liabilities

Lease Payable	340
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Total Noncurrent Liabilities

TOTAL LIABILITIES

120,971
149,377
75,676
190,974
33,735
570,733

340
340

571,074

Beginning net assets	8,653,994
Change in net assets	185,436

Net Assets

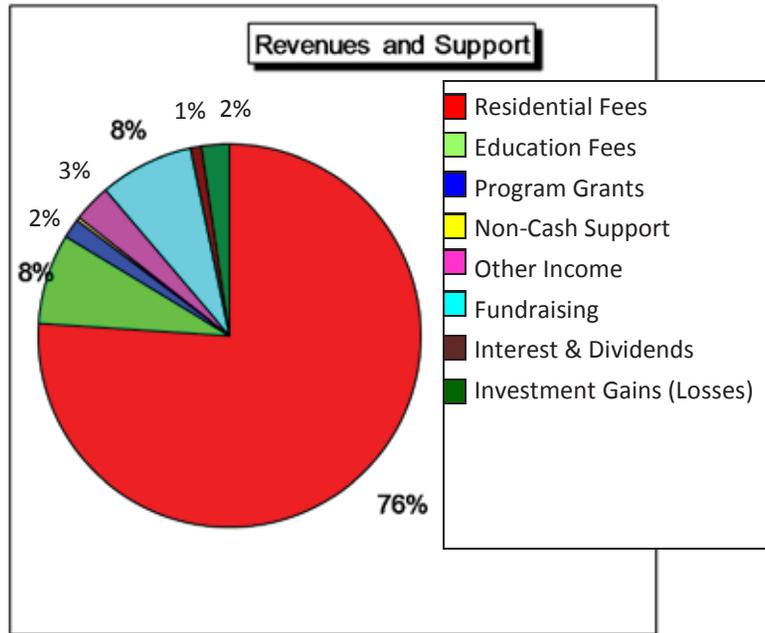
TOTAL LIABILITIES AND NET ASSETS

8,653,994
185,436
8,839,431

8,839,431

9,410,504

STATEMENT OF ACTIVITIES



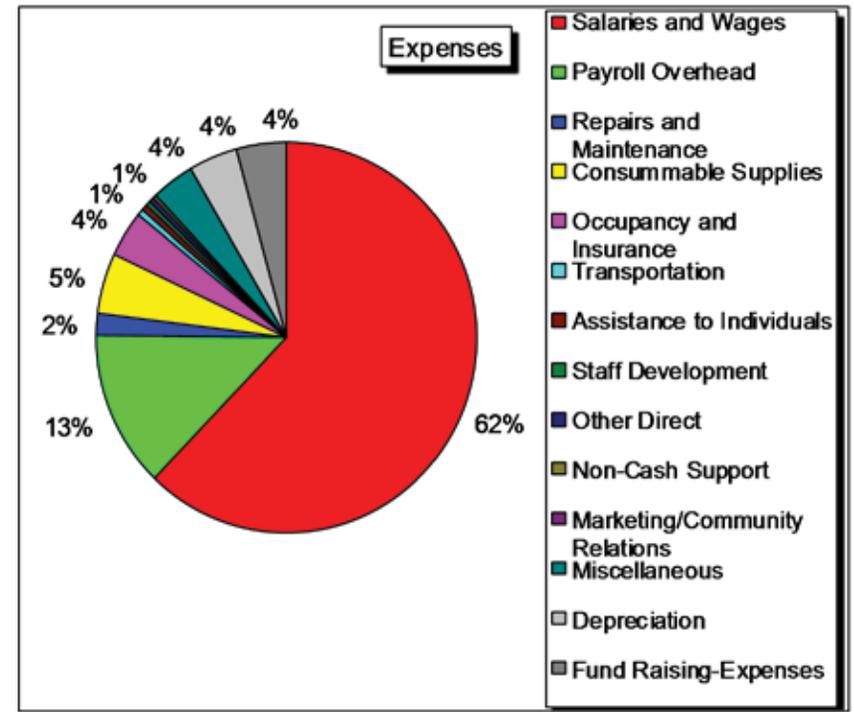
OPERATING REVENUES

Residential Fees	5237643
Education Fees	524443
Program Grants	114135
Non-Cash Support	20194
Other Income	218527

CONTRIBUTIONS AND FUND RAISING

Contributions and Fund Raising	548022
Interest and Dividends	63965
Investment Gains (Losses)	161076

Total Support and Revenues 6888005



EXPENSES

Salaries and Wages	4168592
Payroll Overhead	869461
Repairs and Maintenance	121580
Consumable Supplies	336003
Occupancy and Insurance	255133
Transportation	35808
Assistance to Individuals	33438
Staff Development	26780
Other Direct	28123
Non-Cash Support	20194
Miscellaneous	245049
Depreciation	278236
Fund Raising-Expenses	284173

Total Expenses 6702570

Net Assets Beg. of Year 8653994

Increase in Net Assets 185435

Net Assets End of Year 8839429

FRIENDS OF NORTHWEST CHILDREN'S HOME

Idaho Food Bank

KRLC Quilters

Idaho Fish & Game

Lewis-Clark State College

Lewiston Police Department

Vocational Rehab

Lewiston School District

Opportunities Unlimited, Inc.

Services Alternatives, Inc.

John H. & Orah Brandt Foundation

J.A. & Kathryn Albertson Foundation, Inc.

Bob Wyman Trust

Public Health Idaho North Central District

The Gibney Family Foundation

Nez Perce County Prosecutors Office

Headmasters School of Design

Nez Perce County Court Services

Idaho Department of Juvenile Corrections

Idaho Department of Health & Welfare

Community Action Partnership

The Lightfoot Foundation

Julius C. Jeker Foundation, Inc.

Washington Division of Social & Health Services

We value the following community partners for their generous collaboration with our organization



BOARD OF DIRECTORS

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Donna Safley
John Hilderbrand
Beverly Simpson
Russ Martin
Debra Wiggs
Leslie Schrette

NCH Attorney: Robert Brown
Honorary Member: Gov. Butch Otter

CONGRATULATIONS TO THE FOLLOWING STAFF FOR CELEBRATING A LANDMARK YEAR OF EMPLOYMENT DURING THE 2012-2013 FISCAL YEAR

Rodney Harrington 10 years, Chris Subis 5 years, Jim Faul 10 years, Kelley Bartz 5 years, Kim Cravens 5 years, Carlene Heimgartner 10 years, Barb Becker 15 years, Rob Johnson 5 years, Lynsey Morlock 3 years, Nick Subis 5 years, Tessa Poortinga 5 years, Kim Bacon 10 years, Lisa Davis 3 years, Paula Millward 15 years, Bonny Brown 3 years, Carrie Card 10 years, Keith Holderbaum 10 years, Jonathon Vivian 5 years, Sylvia Cisneros 3 years, Julia Mangum 5 years, Pam Reed 5 years, Dawn Schilling 3 years, Buffi Eklof 10 years, Lauren Nichols 15 years, Cris Ortega 15 years, Jacqueline Fry 3 years, Mallory Petrie 5 years

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