



ALPHA

Supported Living Services

— 1974-2024 —

50 Years of Support



2024 ANNUAL REPORT



Letter from our CEO

This past year, we celebrated Alpha Supported Living Services' 50th Anniversary, a milestone that very few non-profits reach and one that deserves recognition! From the opening of our first home on Queen Anne Hill in Seattle to now serving over 221 individuals in

our residential programs and more than 380 individuals across all our programs, we have seen significant changes over the last five decades, as well as just this last year.

2024 was a year of expansion, new challenges, and innovative programs. We continued to expand our affordable housing division, Inclusion Housing, by completing the purchases of the four homes funded by our first grant received from the Housing Trust Fund. The two duplexes in Auburn are now fully occupied with Supported Living services being provided by another agency, while the renovations on the third home, located in Bothell, were completed later in the year and three individuals supported by our agency moved in before the end of the year. The final home from this initial round of funding is currently being renovated and once completed will be a Children's Intensive Habilitative Services home for up to three children with developmental disabilities supported by our agency. Building on this success we have started on the second round of grant funding we received through the Housing Trust Fund with the purchase of a triplex in Spokane. Renovations are slated to start in the Spring of 2025, with expected completion and occupancy by fall 2025. These grant funds will also cover the purchase and renovation of four more homes over the next 1-2 years. Lastly, we were informed in December that we will be receiving a third grant from the Housing Trust Fund to purchase and renovate three homes across King and Snohomish counties. We now have 13 homes in our Inclusion Housing portfolio and by the completion of this third round of grant funding, we will have 20 homes in service.

At the end of 2023, we were selected as one of five agencies to participate in a pilot project to serve 30 individuals moving out of hospitals, out-of-state placements, mental health facilities and other settings due to their complex support needs. Funded by the state legislature, the Complex Needs Pilot required our agency to provide additional training and certification for the staff working directly with the clients, as well as employ a Board-Certified Behavior Analyst to oversee the clinical and behavioral supports provided. With this came additional funding to offset the higher costs, as well as

incentivize employees to work in the setting. By November, our agency was serving six individuals in the Complex Needs program, who all successfully were being served in the community.

We were also asked to contract for Crisis Diversion Bed Services for adults with developmental disabilities. This is a short-term stabilization program for adults who may be experiencing a behavioral health crisis or mental health destabilization. The goal is to provide behavioral supports in an effort to stabilize the individual and assist with transition back to their previous long-term setting or a new community setting. To facilitate this program, we acquired and renovated a duplex in Everett, furnishing both units to serve two individuals for up to 90 days. This is a much-needed service in our community, and we are once again stepping up to fill this void.

Even with these new projects, our agency continued to focus on quality measures to maintain and improve the services being provided. For the second consecutive year, our staff turnover rate was below 20% (18.6% in 2024), compared to the statewide average for Supported Living providers of 37%. Additionally, turnover in our Spokane Program has steadily declined, decreasing by 46% since we assumed the contract just over five years ago. To ensure continuity of care, we have focused on reducing the number of open positions, expanding our pool of employees, and in turn, decreasing reliance on costly overtime. In 2024, we saw our vacancy rate nearly cut in half, our employee count grow to over 1,000 employees by year end, and overtime reduced from a high of 9.7% to 6.7% by the end of 2024. We will continue to work diligently to ensure consistent staff supports so that those we serve receive the best care possible.

We are proud of our success and these outstanding achievements, which are indicative of our dedication to those we support, both in our longstanding and newly established programs. To all our families, friends, employees, volunteers, community partners, and donors, we sincerely appreciate your continued support of our services and mission.

Scott Livengood
Chief Executive Officer

A handwritten signature in dark ink, appearing to read "Scott Livengood". The signature is fluid and cursive, written over a light-colored background.

ASSETS

Current Assets	\$5,903,144
Property & Equipment	\$12,923,102
Other Assets	\$6,454,168
TOTAL ASSETS	\$25,280,414

LIABILITIES

Current Liabilities	\$5,171,839
Long Term Liabilities	\$4,233,877
Total Liabilities	\$9,405,716

NET ASSETS

Net Assets, Beginning of Year	\$12,966,831
Net Income	\$2,907,868
Total Net Assets	\$15,874,699

TOTAL LIABILITIES & NET ASSETS	\$25,280,414
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OPERATING REVENUE

DSHS Adult Supported Living Services	\$55,545,046
DSHS Children's Residential Services	\$2,117,689
Community Inclusion, Private Care & Payee Services	\$1,090,431
Grants, Donations & Special Events	\$3,433,434
Non-Care Services & Other Revenue	\$356,764
TOTAL OPERATING REVENUE	\$62,543,364

OPERATING EXPENSES

Supported Living Services Wages, Taxes & Benefits	\$49,859,897
Administrative Wages, Taxes & Benefits	\$2,144,446
Vehicle Operation, Insurance & Transportation	\$1,184,104
Children's Program Wages and Operating Costs	\$2,046,384
Community Access, Private Care & Payee Wages	\$845,984
Professional & Purchased Services	\$1,515,018
Office Rent, Supplies, Phone, Utilities, etc.	\$1,001,132
Program Supplies, Maintenance & Expenses	\$584,672
Interest, Taxes, Depreciation & Amortization	\$471,548
Other Expenses	\$503,121
TOTAL OPERATING EXPENSES	\$60,156,307

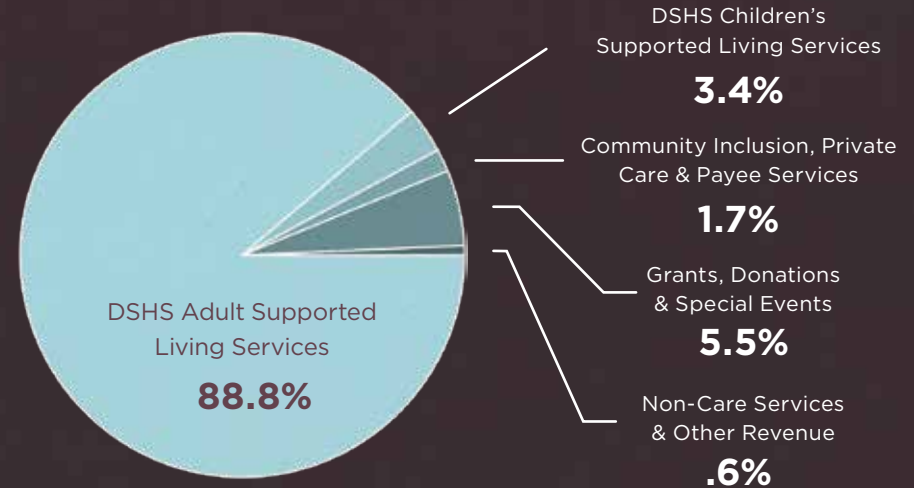
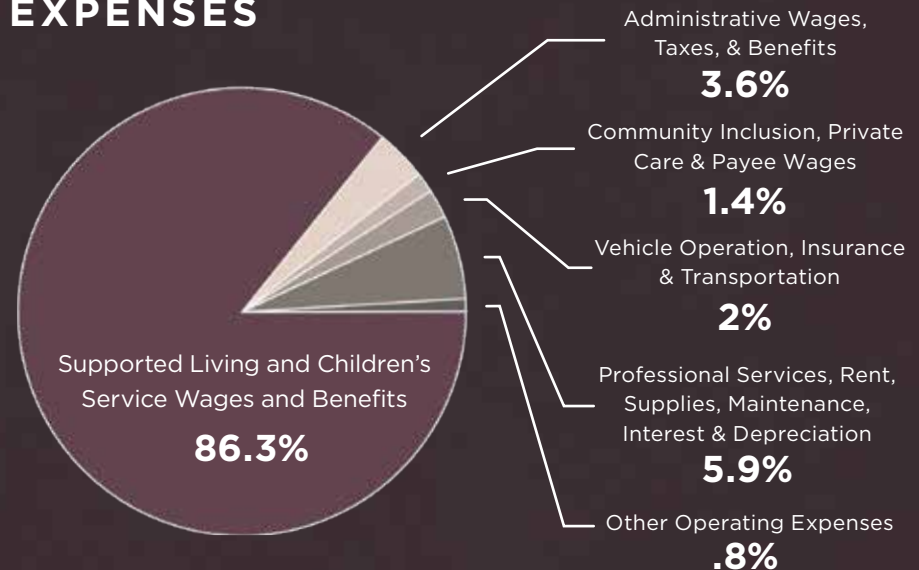
NET OPERATING INCOME	\$2,387,057
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Income & Gains on Assets & Investments	\$520,810
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NET INCOME	\$2,907,868
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FINANCIAL STATEMENTS

REVENUE

**EXPENSES**

D O N O R S

We gratefully acknowledge the following individuals, families, and organizations who generously contributed \$100 or more in support of our mission in 2024.

Leadership Circle

Premier

Robert & Sally Puff Trust

Sustaining

Mike & Mary Lee

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Sharon Lee

Barry & Judy Ohai

Anne Scroggs

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Scott Livengood & Ricardo Rizo-Ruiz

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Diane Taylor
Bob & Jackie Wells
Wendy Young

CONTRIBUTOR

Mary Barrow	Alana Morris
Celia Cohen	Ralph Pease
Marie Duverger	Chris Hansen & Lucia Raymond
Dov Gartenberg	Barri Rind
David & Janis Harsila	Stacey Robinson
Vicki Mar	Joni Wolfe
Isabella McPeak	Sock Yoon
Melissa Mishko	

FRIENDS

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Caryn Freedman	George & Alice Totten
Leslie Frosch	Kathy Welch
Debbie Goss	Jean Withers

SUPPORTING ORGANIZATIONS

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M.J. Murdock Charitable Trust

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Gertrude & Eldon Sallee Foundation
The Kuni Foundation
The Snoqualmie Tribe

LEADER

Lakeside Industries
The Gene & Irene Wockner Foundation

ASSOCIATE

Clipped Wings
Mercury Pharmacy Services
The Partners Group
Tulalip Cares Charitable Contributions

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Enterprise Fleet Management
Gina Madeya Windermere
Philadelphia Life Insurance

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Business Operations Manager

Branches

WEST

PENNY CHRISTEN

Branch Director

NEPHTALI STACKHOUSE

Client Services Manager

CARLA KAMMER

Clinical Manager

SOUTH

MARY BARROW

Branch Director

ALIEU KAMARA

Client Services Manager

KAITLIN GROTHE

Clinical Manager

NORTH

JILL BRUBACHER

Branch Director

ISATOU CEESAY

Client Services Manager

RYAN DANIELS

Clinical Manager

NORTHWEST

JESSE VON PAPP

Branch Director

AISHA CRUTCHFIELD

Client Services Manager

LORI DELA TORRE

Clinical Manager

SPOKANE

KATIE MCALL

Area Director

TAMI JACOBS

Client Services Manager

JACOB POWELL

Clinical Manager



THE MISSION OF ALPHA SUPPORTED LIVING SERVICES

To serve individuals with developmental disabilities
by providing residential and community services that
maximize each person's quality of life.



THE WORK

Treating each client with dignity, respect, and full
consideration of individuality and civil and human rights;

Recognizing our staff members' abilities and enhancing
their growth and professional skills;

Working cooperatively with other individuals and
organizations that share our goals; and

Developing broad-based sources of support to
maintain financial stability.

Celebrating 50 Years of Service and Growth

For half a century, Alpha Supported Living Services has been committed to providing high-quality, community-based residential and support services for individuals with intellectual and developmental disabilities. Reaching this 50-year milestone is a remarkable achievement—one that reflects our unwavering dedication to those we serve, the strength of our community, and the passion of our staff, families, and supporters. As we celebrate this anniversary, we reflect on our journey, the progress we've made, and the lasting impact of our work.



A Look Back at 1974

When Alpha first opened its doors on Queen Anne Hill in Seattle, the world was a very different place. President Nixon had just resigned following the Watergate scandal, the Sears Tower was the tallest building in the world, and Muhammad Ali defeated

George Foreman in the legendary “Rumble in the Jungle.” Inflation in the U.S. soared to 11.3%, and personal computers were just emerging—meaning Alpha’s first policies and procedures were typed on a typewriter.

While the world has transformed in countless ways over the past five decades, one thing has remained constant: our commitment to serving people with intellectual and developmental disabilities.

A Legacy of Growth and Expansion

Alpha Supported Living Services has grown from a single home serving six individuals to an organization supporting hundreds across multiple counties. Our journey has been shaped by partnerships, mergers, and a commitment to expanding services to meet the needs of our community.

- **Early Beginnings (1974-1990s):** Alpha Home was founded in 1974 by parents who saw a need for more residential services. A decade later, Spring Meadow Specialized Homes was established in a similar way, driven by families advocating for community-based care. In 1998, the two organizations merged to form Alpha Spring Meadow Homes.
- **Expanding Our Reach (1981-2007):** Seattle Specialized Group Home, founded in 1981, provided housing and support for individuals previously denied community services due to complex needs. In 2007, it merged with Alpha Spring Meadow Homes, forming Alpha Supported Living Services. The next year, Residence East—originally founded in 1978—also merged with Alpha, further expanding our reach across Seattle, Shoreline, Bellevue, and Issaquah.





2010 11th Ave West
Seattle, WA 98119

1976 Budget Based On Actual Transactions
July 1, 1975 To December 31, 1975

	Actual to 12/31/75	Monthly Budget
Revenue		
Donations - unrestricted	\$ 750.00	\$ -
Staffing grants - GMA	8,795.00	100.00
Program service fees - room and board	14,501.88	2,412.00
Special events - lessons	105.73	-
Interest earned	200.00	75.00
Total revenue	\$ 23,252.61	\$ 2,587.00
Expenditures		
Wages	140.90	20.00
Unemployment	122.80	70.00
Workmen's compensation	510.00	55.00
Accounting	2,106.04	400.00
Food and beverages	401.74	70.00
Lundry, linen, housekeeping	173.46	22.00
Office supplies	285.09	50.00
Maintenance supplies	66.51	15.00
Telephone	365.15	70.00
Postages principal payments	246.64	50.00
Insurance	1,311.50	175.00
Interest	230.74	40.00
Electric	260.95	40.00
Heat	144.05	25.00
Water and sewer	129.00	20.00
Repairs and maintenance	548.57	-
Real estate taxes	47.38	8.00
Advertising	205.50	30.00
Local transportation - bus and taxi fares	104.00	15.00
Local transportation - employee rate allowance	14.20	5.00
Conference, conventions, meetings	100.00	20.00
Newspaper dues	40.00	5.00
Recreation	-	-
Furniture and equipment purchases	-	-
Total expenditures	\$ 6,992.00	\$ 1,100.00
Excess of revenue over expenditures	\$ 16,260.61	\$ 1,487.00

- **Strengthening Services (2008-2015):** By 2013, Alpha was serving over 100 individuals in community residential settings. As demand grew, the agency expanded into new areas, opening homes in Kirkland, Redmond, Bothell, and Woodinville. In 2015, Alpha took a significant step forward by assuming services from Smithwright Services in Snohomish County, bringing its reach to Lynnwood, Edmonds, and Everett. By the end of that year, Alpha was supporting over 150 individuals across 50 supported living homes and three group homes.
- **Continued Expansion and Future Growth (2016-2024):** At the end of 2018, Alpha was once again called upon to support clients when another agency faced compliance and operational challenges. This led to the creation of the Northwest Branch, adding six homes in Shoreline and welcoming 13 new clients in December 2018. In the fall of 2019, Nellie Goodhue Group Homes merged into Alpha, adding two more homes to the Northwest Branch. Around the same time, Alpha launched its first children's program in Bothell, supporting children with developmental disabilities. Today, Alpha operates two licensed staffed residential homes for children and plans to expand this critical service in the future. In November 2019, Alpha played a key role in addressing a crisis when a large for-profit Supported Living agency faced state de-certification in Spokane. Alongside two other agencies, Alpha stepped in to assume responsibility for 34 adults with developmental disabilities. A Spokane office was established to oversee operations in this new service region. By 2024, Alpha was supporting 221 individuals residentially across Washington State and an additional 165 in non-residential programs for a total of 386 individuals supported state-wide.

Beyond Residential

In addition to our core services, Alpha has continuously evolved to meet the changing needs of our community:

- Alpha Bookkeeping Services operated as a for-profit entity from 1993 until 2007, when it was integrated into the nonprofit organization.
- Representative Payee Services have been offered since 2010, assisting individuals with financial management.
- Community Inclusion Services launched in 2013 to help individuals transition from vocational programs into meaningful community engagement.
- Inclusion Housing, LLC was established in 2015 to provide affordable and stable housing options.

As we mark 50 years of impact, we extend our deepest gratitude to every staff member, client, family, and supporter who has been part of this journey. Your dedication has shaped Alpha's legacy, and together, we look forward to building an even brighter future.

Long Standing Staff

27
Years



Jill Brubacher
Branch Director
North Branch

25
Years



Soonee Tom
DSP
West Branch

24
Years



Mary Dankwa
DSP
West Branch

24
Years



Sonja Green
Program Supervisor
West Branch

24
Years



Philip Tooch
DSP
West Branch

24
Years



Jesse Von Papp
Area Director
Northwest Branch

24
Years



Vanessa Von Papp
DSP
South Branch

23
Years



Gregory Cranston
Health Care Coordinator
West Branch

23
Years



Willie John
DSP
West Branch

23
Years



Scott Livengood
CEO

A Legacy of Dedication: 20+ years with Alpha (staff who have been with the agency for 20 plus years since 12/31/2024)

22
Years



Grace Abaga
DSP Lead
West Branch

21
Years



Christiana Bonsu
DSP
West Branch

21
Years



Scott Nersveen
Janitor
South Branch

21
Years



Nephtali Stackhouse
Client Services Manager
West Branch

21
Years



Sharon Warner
Program Supervisor
West Branch

20
Years



Tamer Abou El Saad
DSP
West Branch

20
Years



Phelomina Acheampong
DSP
West Branch

20
Years



Ansumana Kamara
Program Coordinator
West Branch

20
Years



Daniel Machar
Community Inclusion Specialist

20
Years



James Okano
Employee Resource and
Training Manager

Original Alpha Clients



MARK

Mark is a cornerstone of Alpha's history, having been one of the original residents of Alpha Home. In a recent interview for our 50th Anniversary video, he fondly recalled the exact day he moved in—Saturday, September 20, 1975. At that time, Alpha Group Home was located on the west side of Queen Anne, and Mark eventually shared his home with eight roommates.

Over the years, Mark built a distinguished career at Northwest Center, where he worked with dedication until his retirement at the age of 60. Yet, Mark's life extends far beyond his professional accomplishments—he is an avid adventurer with a zest for life. Every July, he eagerly anticipates his time at Camp Horizon, where horseback riding is a highlight of the experience. His other hobbies include bowling, walking, and creating artwork. Mark is also well known for his beautifully crafted, hand-delivered postcards, which bring joy to all who receive them.

Mark's spirit of community and connection is evident in his daily life. He is frequently seen walking through his neighborhood, visiting friends at Alpha's Rainier, Alki, and San Juan homes, and engaging in friendly conversations at his local Safeway. His kindness, warmth, and outgoing nature have fostered numerous lasting friendships over the years.

Mark's journey is a testament to the power of inclusion, community, and the enriching impact of friendship. He exemplifies the joy of living life to the fullest, and we are deeply grateful for the positivity and light he brings to those around him.



WENDY

Wendy is a valued and long-standing member of the Alpha family, having been with the organization since its early days. In 2024, she celebrated her 80th birthday, a testament to the vibrant and fulfilling life she continues to lead.

A lifelong fan of Elvis Presley, Wendy has built an impressive collection of Elvis memorabilia, reflecting her deep admiration for the King of Rock 'n' Roll. Her collection, which includes albums and keepsakes, is a true reflection of her passion. Wendy's love for Elvis extends beyond the items she collects—she enjoys sharing his music, spreading the joy his songs bring to those around her.

Known for her warm smile and positive energy, Wendy is a cherished member of the Alpha community. Whether she is sharing stories from the past, playing her favorite Elvis tunes, or simply enjoying the company of friends, her enthusiasm for life and kindness make her a beloved presence.

We are grateful to have Wendy as part of our community and celebrate not only her 80 years of life but the continued joy, love, and friendship she shares with all who know her.

Looking to the Future



With the momentum built in 2024, we enter 2025 with a clear vision: to continue advancing and progressing in our mission. Through these efforts, our agency has expanded and diversified, adapting to changing times. Our work has been recognized at both the state and national levels, earning awards and invitations to take on new projects and services.

While many agencies—after 50 years of service—might choose to maintain the status quo, we have actively identified and addressed emerging community needs. This year has brought unprecedented changes as we stepped up to meet the evolving needs of people with developmental disabilities in our community.

Much of the year's progress—especially in housing and new service models—is highlighted in our CEO's letter. But behind those headlines is what really matters: more individuals supported, more families helped, and more staff stepping up to deliver excellent care in complex, meaningful ways.

We also opened the 192 Shoreline Community Center, which has already become a gathering space for inclusive programs, staff training, and community connection. It's more than a building—it's a symbol of what we're working toward: a place where people feel welcomed, supported, and valued.

We take immense pride in our 50 years of service and are especially honored to have served many of our clients for decades—including two of our original clients from 1974. As we look toward the future, we recognize that there are still many more individuals in need of our services. Providing an enriching community and a positive home environment was the vision of our founders 50 years ago, and it remains our mission today and into the future.

There's still so much to do. But with the dedication of our team, the strength of our partnerships, and the support of our community, we're ready for what's ahead.

Bike Bash



This year has been filled with unforgettable moments, bringing together our clients, staff, families, and supporters to celebrate, connect, and create lasting memories—all while fostering a true sense of belonging within our community.

In the summer, we hosted our highly anticipated Annual Bike Bash at Crossroads Park in Bellevue, a vibrant event that encouraged individuals of all abilities to get outdoors, ride bikes, and bask in the sunshine. Thanks to our generous partners, Outdoors for All provided adaptive bikes, while the Clipped Wings treated our guests to delicious food. The Bellevue Fire Department even made a surprise visit, adding extra excitement to the day. With the support of our community partners, volunteers, and the contagious enthusiasm of all involved, the event celebrated both independence and fun, underscoring the importance of accessibility and recreation for everyone.

Holiday Party



As the year drew to a close, we gathered on both sides of the state for our Annual Holiday Parties—an event that has become a beloved tradition filled with music, laughter, and holiday cheer. Clients, families, and staff came together to celebrate the season with delicious food, festive decorations, and a warm, inviting atmosphere. Our Spokane Branch hosted their event at the Montvale Event Center, while the King and Snohomish County programs celebrated at the Lynnwood Event Center. Santa Claus made an appearance at both events, delighting guests with the opportunity to capture cherished memories with him.

These client events reflect our steadfast commitment to creating meaningful experiences for those we serve. We look forward to continuing these traditions and offering even more opportunities for connection, joy, and belonging in the years ahead.



GTS 2024

50th ANNIVERSARY



Giving Through Song is a night where generosity and community come together to make a lasting impact. This year, we had the special honor of celebrating Alpha Supported Living Services' 50th anniversary! We are incredibly grateful to everyone who attended and contributed to our fundraising efforts, making this milestone event a success.

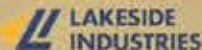
A huge thank you to our sponsors, board members, staff, and volunteers who made Giving Through Song 2024 possible. Held at the beautiful Edgewater Hotel, the evening featured live music by Jacqui Naylor, a fun photo booth experience from Fancy Booth, and a dazzling Old Hollywood theme that so many guests embraced. Thanks to our generous community, we raised over \$100,000, helping us reach our fundraising goals and continue providing essential services for individuals with developmental disabilities.

As we look ahead, each year brings new challenges, but with the unwavering support of our community, we remain committed to our mission. Thank you for being part of this incredible journey—here's to another 50 years of making a difference!



THANK YOU TO OUR SPONSORS

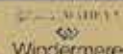
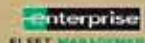
Champion



Partner



Advocate



13

The number of homes in our Inclusion Housing Portfolio as of the end of 2024.

47.5

Average Age of Alpha Client.
(youngest is 17, oldest is 82)

1,045

Current number of employees at Alpha.

\$245,742

Current average annual cost to support one client in 2024.

221

Total number of clients being served residentially;
195 in Supported Living, 20 in Group Training Homes,
and 6 served in LSR Children's Program.

18.6%

The percentage of staff turnover in
2024 compared to the statewide
turnover of 37%.



www.alphasls.org

16030 Juanita Woodinville Way NE
Bothell, WA 98011 • (206) 284 - 9130