I feel so fortunate that every day I have the privilege of seeing the American Dream manifest in the lives of our students.

Each year, nearly 7,000 students attend Lake Washington Institute of Technology (LWTech), with dreams of changing their career or starting a new one. They overcome barriers and work hard to reach their goals of earning their high school diplomas, technical certificates, two-year professional-technical degrees, or applied baccalaureate degrees. They will go on to keep us healthy, protect the public from cyber threats, balance our books, build our airplanes, design our homes, and grow and prepare our food.

The American dream is different for all of us. We all bring our own experiences and backgrounds to our community, and our community continues to grow and change. My idea of the American dream, as a first-generation college graduate, may be different than the person sitting next to me, and the person who’s sitting next to them. Our campus is filled with this kind of promise.

Community and technical colleges support that dream by providing access to affordable public education. By using hands-on and applied learning teaching techniques, students are learning with the latest equipment with input directly from industry. They build connections with each other, faculty and staff, and industry leaders. It’s those relationships that lead to internships and jobs.

Our programs are robust and driven by industry demand. We prepare students for today's careers and tomorrow’s opportunities, and by doing that, we are creating a sustainable and skilled workforce. We offer eight applied bachelor's degrees, 43 associate degrees, and more than 80 professional certificates in 41 areas of study, including STEM-focused programs in Science, Technology, Engineering, and Math, and our programs transfer to state universities.

There’s great work going on at the college. I encourage you to learn more about us. Tour our campus and see our students at work, or reach out to the LWTech Foundation to see how you can get involved.

I look forward to seeing you on campus,

Dr. Amy Morrison,
LWTech President
Each year, the Board of Trustees (Trustees) have the honor of serving the LWTech community.

Seeing, firsthand, the incredible and life-changing work the faculty and staff do each day is a source of great pride for the Trustees. As part of our efforts to provide leadership and policy governance for the college, we collectively identify goals and strategies that align with the college’s strategic plan.

We support the extraordinary and heartfelt work of the faculty and staff across all areas of the college, and it is our privilege to grant tenure to professors who personify what it means to truly make a difference in the lives of students.

“We, the Trustees, are proud to support the faculty and staff at LWTech in their work as they strive to provide an exceptional education and training experience for our students.”

–Darrell S. Mitsunaga

We advocate in the community and Olympia, sharing the incredible and collaborative initiatives going on across the college; including the work of our Associated Student Government leaders, as they create an exceptional experience for all LWTech students.

We collaborate with Dr. Morrison and the LWTech Foundation Board of Directors as they work with members of the community to raise money for student scholarships.

We are proud of the faculty and staff as they live the college’s core values of inclusivity, innovation, collaboration, and respect, and build a strong and sustainable community of belonging to ensure that all feel welcome on campus.

As you read through the following pages, we hope you will feel inspired. We encourage you to invest in the lives of these incredible students. Join an advisory committee or donate to student scholarships. Your life will be forever changed.

On the Cover: Diesel & Heavy Equipment Technician students collaborate on a group project. (Credit: Sherie Suter)

Supporting the LWTech Community

A Message from the Board of Trustees

Darrell S. Mitsunaga, 2018-2019 LWTech Board of Trustees Chair

2018-2019 Board of Trustees

Darrell S. Mitsunaga, Chair
Laura Wildfong, Vice Chair
Anne Hamilton
Dr. Lynette D. Jones
Robert Malte


A special thank you to LWTech and LWTech Foundation staff for their help in the creation of the 2018-2019 Annual Report; and to the students and faculty who through their awards, achievements, and amazing lives we are able to celebrate them today!
Dear Friends,

Thank you for another year of outstanding support! We are beyond grateful for your continued generosity and commitment to our students and college.

As a result of your generous giving, the LWTech Foundation supported hundreds of hardworking, highly motivated students with scholarships; invested in our innovative, hands-on workforce education programs of study; and provided support to students facing unanticipated emergency situations.

**Highlights from the 2018-2019 academic year include:**

- The 2018 annual Bright Futures Benefit Breakfast raised a record-breaking $200,000 for student scholarships, instructional program support, and the student emergency fund.
- Honored philanthropists, Bob and Linda Tjossem, at the 2018 Bright Futures Benefit Breakfast in recognition of the Tjossem Family Endowed Scholarship Fund, which provides 18 annual scholarships in perpetuity.
- For the second year in a row, raised $50,000 for the Student Emergency Fund via the Bridge the Gap Student Emergency Fund Matching Challenge spearheaded by generous donors, James Kinsella and Robert McNeal, and matched by altruistic 2018 Bright Futures Benefit Breakfast guests.
- Announced a $50,000 gift from StockCharts.com to create the StockCharts.com Emerging Software Leaders Scholarship at our Annual Scholarship Reception.
- Established four new endowment funds, which will provide student scholarships in perpetuity.

We are deeply grateful for your generosity to LWTech. With your support, we are making a tangible difference in our community by creating bright futures for students and industry.

In partnership,

Elisabeth Sorensen, LWTech Foundation Executive Director

Diane Haelsig, LWTech Foundation President

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**2019-20 Dates to Remember**

- **Oct. 29, 2019**
  2019 Bright Futures Benefit Breakfast
- **Dec. 6, 2019**
  Spring 2020 Scholarship Application Begins
- **Feb. 7, 2020**
  Spring 2020 Scholarship Application Ends
- **March 5, 2020**
  Annual LWTech Open House
- **Apr. 10, 2020**
  Fall 2020 Scholarship Application Begins
2018-19 Executive Committee
Diane Haelsig President, Retired Software Company Founder
Clara Hollin Vice President, Financial Planner, Lincoln Financial Advisors
John Feistner Treasurer, Director of Engagement & Giving, Archdiocese of Seattle
Dr. Dan Frost Secretary, Dentist, Frost Family Dentistry

2018-19 Board Members
David Alskog Emily Bolen Kate Butcher Shelli Dean Dr. Solomon Karmel Kathy Katzenberger Walt Krueger
Brenda Nunes Kristen Overleese Michael Royston Bill Shelby Diane Toomey Charlie Webster

Ex-Officio Directors
Nolan Koreski Dr. Amy Morrison Elisabeth Sorensen, MPA Bill Thomas Rosemary McAuliffe Dr. Lynette Jones
Professor Emeritus, LWTech President, LWTech Executive Director, LWTech Foundation VP Administrative Services, LWTech Washington State Senator (retired) LWTech Board of Trustees Liaison

2018-2019 LWTech Foundation Officers
“Together, we are making a tangible difference in our community by creating bright futures for students and industry.”
–Diane Haelsig and Elisabeth Sorensen

Financial info

Revenue 2018-2019
- Endowments $257,109.97
- Events $168,756.68
- Gifts $393,433.85
- Other $18,371.00
- Grand Total $832,671.50

Expenses 2018-2019
- Fundraising $12,320.21
- Insurance $10,569.00
- Programs $236,064.77
- Scholarships $307,765.19
- Grand Total $566,719.17

Apr. 24-25, 2020 May 1-2, 2020 Spring Plant Sale
June 5, 2020 Fall 2020 Scholarship Application Ends
Oct. 27, 2020 2020 Bright Futures Benefit Breakfast
The Key Scholarship
Unlocking Brighter Futures

The LWTech Foundation advances educational opportunities for students through the awarding of scholarships. While all scholarships contribute to student success, some truly unlock the possibility for students to pursue their dreams. The Key Scholarship is one of them.

Established in 2015 by Dr. Ed and Pam Belcher, the Key Scholarship covers its recipients’ academic costs for the quarter in their entirety. The scholarship is also renewable, so students can continue to receive financial assistance until they graduate, as long as they remain in good academic standing.

“We named it the ‘Key Scholarship’ because we wanted the award to be a key to a better future,” said Dr. Belcher. “We hope the renewable aspect gives them added comfort and security while in school so they don’t worry about the costs, and can better focus on learning. We expect that the skills they learn at LWTech, along with their willingness to work hard, will bring bright futures—and ones less saddled with debt.”

Nursing student, Salena McClinton, first received the Key Scholarship in Fall 2016. She had always wanted to become a nurse, but had been unable to pursue the education because of the costs. “The elation I felt when I found out that my tuition was paid in-full by this scholarship was equivalent to how I felt when I was accepted into the nursing program. Words cannot describe my happiness,” said McClinton.

“The Key Scholarship has made my dream a reality. I’ve been able to attend the Nursing program without a tremendous amount of debt, financial stress, and without having to work full-time. It has helped me to appreciate what I’m learning so much more and makes me want to work ten times harder to make my donors proud,” she added.

Design student and fellow Key Scholarship recipient, Kyrin Van Heise, was awarded the scholarship in Fall 2017 at the beginning of her associate degree program. “When I found out that I got the scholarship, I honestly cried. The relief I felt was immeasurable,” she said.

“This scholarship has been an incredible gift in helping me succeed. I work full-time just to pay the bills and had been having difficulty focusing on school because of the looming stress of student loan debt,” added Van Heise. “Having the support of the Key Scholarship has really helped to alleviate that stress so I can focus solely on my coursework. Ed and Pam are wonderful cheerleaders and I am forever grateful for their generosity.”

The Belchers describe their contributions to these students as “a partnership,” providing financial support in exchange for their hard work and growing success. “We get a lot of satisfaction in playing a small part in helping these students get the future they deserve,” said Mrs. Belcher. “We have gotten a great benefit out of donating to the LWTech Foundation. Knowing that these students will move forward and be successful because of our help—it’s a wonderful feeling,” added Dr. Belcher.
LWTech Mission
To prepare students for today’s careers and tomorrow’s opportunities.

LWTech Vision
To be the college of choice for workforce education.

Foundation Mission
To actively engage business and the community in supporting LWTech, its students, and its role in building a strong economy.

Vision Narrative
LWTech is recognized by students, business, community, and peer organizations as the choice for innovative workforce education because we:

• Value diversity and welcome students from all backgrounds and levels of educational attainment.
• Create educational opportunities and support for students to achieve success and prepare for lifelong learning.
• Distinguish ourselves by offering creative, cutting-edge, hands-on education.
• Offer students choices to achieve their educational goals through applied, pathway-based education from basic education and certificate programs to baccalaureate degrees.
• Teach using the latest industry standards and cross-discipline approaches to prepare students for immediate and future employment.
• Empower employees to reach their potential in a supportive environment that values collaboration, transparency, respect, and integrity.
• Work in partnership with business and industry as well as local and global organizations to foster economic vitality and create prosperous communities.
• Thrive in state-of-the-art facilities that use the latest learning and business technologies to enhance the delivery of education and our internal operations.
• Implement innovations that result in a financially-sustainable organization.

Core Themes
• Pathways: LWTech is accessible to the community by providing multiple entrance points and educational pathways. The college is a conduit for students to upgrade their skills, transition into new careers, or further their education and training.
• Student Achievement: At LWTech, students gain the skills and knowledge needed to achieve their educational goals and to participate in the workforce.
• External Engagement: LWTech forms partnerships with governmental and community organizations, educational institutions, business, and labor in order to effectively support the Institution’s mission.
• College Community: LWTech provides a safe, supported and engaging learning environment for students and work environment for faculty and staff.

Core Values
• Inclusive: We intentionally create a welcoming environment where all feel a sense of belonging.
• Innovative: We are leaders in maximizing opportunities to create a thriving college community.
• Collaborative: We are open to change and work together to achieve success for all.
• Respectful: We engage others with acceptance, open-mindedness, courtesy, and care.
Scholarships are not just about awarding financial assistance. They help students reach their goals and pursue their dreams. Here, three LWTech scholars share their stories and inspiration for continuing their education. These students are proof that no matter what your interest or background may be, you not only have a program waiting for you at LWTech, but there are also scholarship opportunities available to help you succeed, and a promising future when you graduate.

Heather Robinson, Machining Technology student, came to LWTech as an adult learner seeking a new opportunity. After graduating from Model Secondary School of the Deaf in Washington, D.C., she began taking engineering classes at Rochester Institute of Technology, until she was faced with an unexpected medical issue. She then put her education on hold while she spent the next 15 years working with dozens of doctors to properly diagnose and treat her illness. Once recovered, she began looking into careers where she could utilize her troubleshooting skills and knack for fixing things. During her job search, she came across The LWTech Foundation’s Annual Scholarship Reception gives scholarship recipients the opportunity to meet their donors in person; scholar Heather Robinson met her donor, Norman Botteberg, above.
Marina de la Cruz came to the United States when she was an infant, and has lived in the Pacific Northwest ever since. After graduating high school in 2017, she attended Western Washington University (WWU) for a year before transferring to LWTech.

“When I was attending school at WWU, I considered majoring in business, but soon realized that it wasn’t right for me,” said de la Cruz. “I have always had a love for plants and decided to pursue this passion, which led me to the Environmental Horticulture program at LWTech. I emailed with one of the instructors to get more information, and soon knew it was a perfect fit!”

She started the program as part of the 2018-2019 cohort. “My favorite thing about the program is its cohort structure. I have the opportunity to meet so many people from different backgrounds, yet we all have this shared love for plants. It’s just an amazing place to learn, involving a mix of lecture and hands-on learning,” de la Cruz added.

While enrolled, she was awarded the Jim Colman Scholarship, which covered her entire Spring quarter’s tuition. “I am so thankful to have been awarded the scholarship and hope to carry out my passion for plants, just as Jim Colman did in the industry,” she said.

Since graduating in August 2019 with an associate degree, de la Cruz says that she plans to enroll in the Organic and Sustainable Agriculture Bachelor of Science program through Washington State University’s Everett extension. “I feel like the horticulture program at LWTech gave me a good, well-rounded understanding of plants and how we can influence various conditions to grow better plants. With that knowledge, I’m able to go and specialize in something even deeper,” she said.

“LWTech gave me an opportunity to explore my passions, feel confident that I can be successful in what I am doing, and feel so supported along the way. You won’t find another horticulture program with the amazing opportunities that you get here.”

Josh Bennett didn’t always plan on becoming an Occupational Therapy Assistant (OTA), but after spending several years working for a few corporations, he decided to explore other opportunities. “I was ready for a change and realized that I could transfer my skills to healthcare,” he said.

Bennett, who holds an undergraduate degree in business and a graduate certificate in teaching English as a Second Language, has always enjoyed working with people in various capacities. “I am drawn to areas where I can make an impact on individuals and I recognized that my skills would transfer to the OTA field,” he said. “I looked at a few Occupational Therapy programs, but after talking with the OTA department here at LWTech, I knew this would be a great fit and challenge for me.”

Since he enrolled, Bennett has found that there is a lot to like about his program. “I enjoy the classes and working as a team with our cohort. I also enjoy applying what we have learned in our classes to the fieldwork opportunities provided by the program.” He says that he has also benefited from various college resources, such as the library, student scholarships, and the Early Learning Center, where his is a student.

In Spring 2019, Bennett was awarded the Bernice Tutt Childcare Scholarship through the LWTech Foundation. “This scholarship has helped my son and I tremendously. It has eased the burden and cost of paying for my tuition expenses and allowed me to focus more on my schoolwork,” he added.

Bennett is expected to graduate in Spring 2020 with his AAS-T degree, and plans to then take the National Board for Certification in Occupational Therapy (NBCOT) and apply for employment. “LWTech is great school in a small setting where you are just more than just a number,” added Bennett. “I recommend it to those starting after high school, people who are ready for a career change, and to anyone interested in taking a class or two just for fun!”
LWTech by the Numbers
Demographics for 2018-2019

LWTech Enrollment Data: 2018-2019

= 1,000 Students

Enrollment (full-time equivalent students) 3,399
Enrollment (total headcount) 6,365

White Students 2,964
Students of Color 2,313
Student Race Not Reported 1,088

Male 2,436*
Female 3,929*

Enrolled with a degree already earned (associate's or higher) 1,574

Workforce Training 3,968
Transfer 939
Other (enrichment, improve job skills, etc.) 220
Basic Skills 1,238

Median Student Age 29
Students Receiving Financial Aid 34%
Estimated Rate of Employment** 81%

2016-17 Graduates most recent data available

* LWTech began collecting expanded gender identity information in 2013 to assist in promoting a safe and inclusive learning environment for all students; however, that information is not publicly shared at this time.

** Source: Data Linking Outcomes Assessment. Additional information available at: sbctc.edu/colleges-staff/data-services/data-warehouse-documentation.aspx
Highest Enrolled Programs

<table>
<thead>
<tr>
<th>Program</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing</td>
<td>341</td>
</tr>
<tr>
<td>Health Sciences</td>
<td>261</td>
</tr>
<tr>
<td>Digital Gaming and Interactive Media</td>
<td>215</td>
</tr>
<tr>
<td>Computing and Software Development</td>
<td>213</td>
</tr>
<tr>
<td>Welding Technology</td>
<td>162</td>
</tr>
<tr>
<td>Early Childhood Education</td>
<td>159</td>
</tr>
<tr>
<td>Center for Architecture, Design and Engineering</td>
<td>132</td>
</tr>
<tr>
<td>Computer Security and Network Technology</td>
<td>132</td>
</tr>
<tr>
<td>Auto Repair Technician</td>
<td>123</td>
</tr>
<tr>
<td>Design</td>
<td>122</td>
</tr>
<tr>
<td>Medical Assisting</td>
<td>122</td>
</tr>
</tbody>
</table>

LWTech Employee Information: 2018-2019

= 100 Employees

Male 202
Female 333

White Employees 449
Employees of Color 105

Full-Time Teaching Faculty 90
Part-Time Teaching Faculty 255

Classified 105
Administrative 105

LWTech Financial Information: 2018-2019

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Operating Budget</td>
<td>$29,626,344</td>
</tr>
<tr>
<td>Federal Grants for Financial Aid</td>
<td>$2,953,108</td>
</tr>
<tr>
<td>Federal Non-Financial Aid Grants</td>
<td>$1,852,976</td>
</tr>
<tr>
<td>State Grants</td>
<td>$2,087,434</td>
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<tr>
<td>Student Loans</td>
<td>$2,911,619</td>
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<tr>
<td>Scholarships Awarded</td>
<td>$498,617</td>
</tr>
<tr>
<td>Work Study (dollar amount)</td>
<td>$187,284</td>
</tr>
</tbody>
</table>

LWTech Moves Forward
Updates on Major Initiatives

LWTech is the only public institute of technology in Washington state and is accredited at the Associate and Baccalaureate Degree level by the Northwest Commission on Colleges and Universities. Student Achievement is supported through: LWTech’s 2017-2020 Strategic Plan, Equity, Diversity, and Inclusion work, Guided Pathways, and, grant development. In 2019, LWTech was one of the Top 150 Colleges for the Aspen Prize for Community College Excellence.

Strategic Plan Update
LWTech launched a new Strategic Plan in fall of 2017 with four goals: lwtech.edu/strategicplan

Goal 1: Increase access and completion rates for all students, and close opportunity gaps for under-represented students.

Goal 2: Attract and retain diverse employees that view LWTech as an employer of choice.

Goal 3: Align our college culture and brand identity.

Goal 4: Create a sustainable fiscal structure to ensure the college fulfills its mission and vision.

A highlight of work from 2018-19 was the collaborative development of college values:

Inclusive: We intentionally create a welcoming environment where all feel a sense of belonging.

Innovative: We are leaders in maximizing opportunities to create a thriving college community.

Collaborative: We are open to change and work together to achieve success for all.

Respectful: We engage others with acceptance, open-mindedness, courtesy, and care.

Guided Pathways
Guided Pathways is a fundamental shift in advising, curriculum, and support services to create equitable opportunities for students to earn degrees or certificates regardless of background or socioeconomic status. Highlights in 2018-19 include:
Embedded General Education: All professional technical programs at LWTech now have embedded general education classes in their program course sequences. This means required courses such as math and English are outlined for students and easily accessed on the college website. This structure will support students in earning a degree or certificate in addition to their technical credits.

Student-Focused Interventions to Close Equity Gaps: LWTech strengthens student-faculty relationships through The 4 Connections where faculty commit to: 1) learning and using students’ names; 2) checking in regularly with students; 3) scheduling one-on-one meetings with students; and, 4) practicing paradox (creating a course structure with clear expectations and being reasonably flexible when issues arise in students’ lives that impact learning). These practices are closing opportunity gaps. For example, in 2016-18, 88% of African American students taught by faculty practicing The 4 Connections passed their courses; previously, only 71% passed courses taught by the same professors.

Equity, Diversity, and Inclusion

The college’s commitment to equity, diversity, and inclusion (EDI) is best reflected in work led by the EDI Council in 2018-19, including:

Community of Belonging: The college launched a “You Belong Here” campaign and concurrently offered professional development at all-campus days in Fall, Winter, and Spring focused on the sociology of belonging and practices of Ubuntu (an African philosophy regarding humanity that means, “I am because we are”). Two days were focused on creating a sustainable Community of Belonging with Robert V. Taylor, Chairman of the Board (and former Executive Director) of the Desmond Tutu Peace Foundation.

Training Opportunities: The college sent a 10-member team, including President Morrison, to the National Conference on Race and Ethnicity in American Higher Education. Additionally, the college secured grant funding to support two train-the-trainer workshops including a 14-member team that became facilitators for Alternatives to Violence and a 13-member team that became facilitators for Mental Health First Aid.

Grant Development

In 2018-19, LWTech continued to demonstrate excellence in securing new grant funds:

- $150,000 from College Spark Washington to expand flipped learning in math courses. Flipped learning is when “direct instruction moves from the group learning space to the individual learning space, and the resulting group space is transformed into a dynamic, interactive learning environment.”

- $250,000 in Hospital Employee Education and Training funding from the State Board for Community and Technical Colleges. LWTech, in partnership with SEIU Healthcare 1199NW, SEIU Healthcare 1199NW Multi-Employer Training and Education Fund, Swedish Medical Center Edmonds, and Kaiser Permanente of Washington, will provide weekend and evening training opportunities for students to become Registered Nurses.

- $60,000 from the Suicide Prevention in Higher Education Grant Program authorized by the state legislature and led by the Washington Student Achievement Council. This program funded training in Mental Health First Aid, suicide means restriction efforts, and on-site counseling for students.

The college will continue work on federal grants in 2019-20, including:

- The Northwest Network for Application Development (AppConnectNW) (DUE 1700629) funded by the National Science Foundation, which brings together seven regional colleges with the Washington Technology Industry Association to ensure bachelor degree programs in computer science meet employer needs.

- TRiO–LWTech offers two TRiO programs funded by the Department of Education (P042A150150, P042A150152). These programs support over 300 students annually.

Celebrating
the Giving Spirit of Donors

StockCharts.com
Nurturing Future Industry Leaders
At this past Spring’s Annual Scholarship Reception, LWTech had the privilege of honoring Chip Anderson, President and Founder of StockCharts.com, for his generous donation to create the StockCharts.com Emerging Software Leaders Scholarship. Totaling an impressive $50,000, the StockCharts.com scholarship is one of the most significant corporate gifts received by the LWTech Foundation to-date. The scholarship provides ten $5,000 scholarships to students in the Computing and Software Development (CSD) program and directly supports the new Bachelor of Applied Science CSD program at the college.

“The intention of this scholarship is to help students have more time to focus on gaining programming knowledge and experience,” said Anderson, who is also an adjunct professor in the LWTech CSD program. “Even though a programming degree has the potential to get a high-paying job, I was seeing promising CSD students cut corners on their studies because they needed to work – often at a low-paying job. It was, and still is, a vicious cycle. So we created this scholarship to help break that cycle.”

Anderson’s main goal when creating this scholarship was for it to have an immediate effect. “This is not an endowed scholarship. On the one hand, that means it’s a little shorter term. But on the other hand, that means it has an immediate impact. I think that immediate impact is necessary, especially to support the growing applied bachelor’s program,” added Anderson.

As a vibrant start-up comprised of 25 employees, StockCharts.com’s impact on the community is significant. “Education is important to becoming a successful programmer,” said Anderson. “I believe LWTech’s CSD program has the potential to become very large, and I would love to see that happen. We are right next to big companies like Microsoft and Amazon, as well as smaller tech companies, all of whom need programmers. But hiring good programmers in the Seattle area is really tough because of the high cost of living. We need to develop the local talent and keep them in this area. The way to do that is to train them at LWTech.”

“Chip’s impact on the CSD applied bachelor’s program has been monumental,” said LWTechnical Foundation Executive Director, Elisabeth Sorensen. “The StockCharts.com scholarship would not have been possible without his leadership and the philanthropic culture at StockCharts.com. They are a smaller company truly doing big things.”

“We are grateful for the opportunity that we’ve had to participate with LWTech, and we want to continue to do that,” said Anderson. “The potential of the CSD program is almost limitless and I am confident that it will continue to provide students with outstanding career opportunities for many years to come.”

Bill Shelby, LWTechnical Foundation Board Member and Scholarship Committee Chair. Shelby, who is also a Lead Developer at StockCharts.com, explained how employees are able to pick a charity to donate to each year and how the company does a full match of its employees’ donations. StockCharts.com also subsidizes employees’ tuition if they want to go back to college, and even has a scholarship fund for the children of employees that will pay for a year of college.

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– Chip Anderson
Thanks to a generous grant from the RealNetworks Foundation, applied bachelors and transfer degrees in LWTech’s software development and engineering programs are now significantly more accessible and achievable.

The RealNetworks Foundation grant supports the STEM (Science, Technology, Engineering, and Math) Supplemental Instruction program. Supplemental Instruction (SI) is targeted and intensive instructional support. SI is rooted in tutoring, but is focused on courses instead of individual students, and builds skills through longer frequent visits. By building skills over time, SI prepares students to work independently and helps ensure that students are better prepared for the next course in the sequence.

“We are seeing tremendous results,” reports Jeff Troy, LWTech’s Supplemental Instruction Program Coordinator. “Students in courses supported by the RealNetworks Foundation grant maintained a higher passing rate (nearly 5%), higher grades (increase from 3.3 grade point to a 3.5 grade point) and decreased class withdrawals despite larger class sizes.”

“We are proud to work with the LWTech Foundation to make the dream of a career in technology possible for more students, particularly women, people from underrepresented ethnic communities, low-income and first-generation college students,” says Kathryn Shields, Executive Director, RealNetworks Foundation.

In addition to strong, measurable results, the STEM SI program enjoys highly positive student feedback. “We are grateful to the RealNetworks Foundation,” adds Troy. “Because of this grant, our students are experiencing greater success in academically rigorous math and science courses necessary for careers in fields like software and engineering, and are having greater success in transferring into the most competitive programs at traditional four-year universities.”

Donor Dave Kasold stands proudly with LWTech Foundation staff: Gayle Shimokura, Elisabeth Sorensen, and Samantha Dale

“...Even a small amount would still have a big impact over...” – Dave Kasold

Every year, the LWTech Foundation is able to award roughly $130,000 in student scholarships thanks to the kind donations by a variety of individuals, including LWTech employees whose generous employee contributions inspire others to look to invest in our campus and students. Dave Kasold, employee in LWTech’s Facilities Department, is one of these employees.

Students Buoyed by the RealNetworks Foundation Grant for STEM Supplemental Instruction

Photo – pictured left to right: Kathryn Shields (RealNetworks Foundation), Dr. Amy Morrison (LWTech President), Jeff Troy (LWTech Supplemental Instruction Program Coordinator), Dr. Suzy Ames (LWTech Vice President of Instruction)

Ways to Give: Employee Contributions
The LWTeach Foundation is pleased to announce Nazanin (Nazie) Nabaie as the recipient of the 2019 LWTeach Foundation Annual Distinguished Alumni Award!

Nabaie earned a Bachelor of Science in Nursing degree from Tehran University in Iran. She immigrated to the United States in 1989 and proudly became a United States Citizen in 1999.

Nabaie's degree was not recognized in the United States, so she worked full-time as a certified nursing assistant while attending school and supporting her daughter. During this period, Nabaie struggled with housing, transportation, and paying bills. “I wanted more for myself and for my daughter, Neda,” she recalled.

Nabaie enrolled in LWTeach's Dental Hygiene program in Fall 2000. She excelled in the rigorous courses and thrived in LWTeach’s exceptionally supportive learning environment. In 2002, she received her associate degree in Dental Hygiene, graduating on the Dean's List and with honors. “Beginning the Dental Hygiene program was the single best decision in my life,” says Nabaie. “LWTeach gave me a career in a field that I love and a means to support my family.”

Today, she is employed as a lead dental hygienist at Implant and Periodontic Specialists, a dental practice with locations in Bellevue and Issaquah, Washington. She is passionate about patient care and hygiene protocol, and is recognized as a motivator and developer in the practice. “As a hygienist, I work one-on-one with our patients and set a program to improve their dental health. This is significant because it provides me with a beautiful opportunity to observe their health improvement over time. My goal is to create a strong and trusting relationship with our patients.”

Nabaie believes in giving back to the community and LWTeach. She volunteers annually at multiple events including Freedom Day USA, Smiles for Veterans, and the Oral Cancer Foundation Walk.

A former scholarship recipient, she “pays it forward” by serving as both a table captain for the LWTeach Foundation’s Annual Bright Futures Benefit Breakfast and a generous donor. Further, as a result of her leadership, Implant and Periodontic Specialists has sponsored the Benefit Breakfast for the past three years.

In Spring 2019, Nabaie was recognized as the Distinguished Alumnae and honored at the 2019 Commencement Ceremony. In addition, her daughter was recently accepted into LWTeach's Bachelor of Applied Science in Dental Hygiene program.

Kasold joined the LWTeach community as a Facilities Custodian in 2013. Prior to that, he served in the U.S. Naval submarine service for five years, and worked in a variety of industries, including landscaping, quality assurance, manufacturing, aerospace and defense, including the space shuttle program.

“I have a fairly technical background, a thirst for learning, and value forming good relationships,” said Kasold. “At LWTeach, I learn and grow everyday through the many great people I work with and the students I get to know. I began donating to the Foundation a year ago after realizing that even a small amount would still have a big impact over time, especially when combined with other’s donations.”

Kasold donates via paycheck deductions. “It was really simple to get started. I filled out a form, picked a starting date, and selected the percentages that I wanted to go to each fund that was important to me.”

As a father of three children and grandfather of five, Kasold says, “I relate to those that are working and going to school while caring for their families. I also understand how life's circumstances may necessitate career changes and re-education as well. All of this influences my decision to donate.”

“The Foundation staff are a humble, but dedicated group that works hard every day to find the funds to help others succeed. I know my money won't ever be wasted and our students and employees will benefit as a result,” he added.

Visit LWTeach.edu/give to learn more about ways to donate to the LWTeach Foundation.

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2019 LWTeach Foundation Distinguished Alumnae

2019 Distinguished Alumnae

Nazanin Nabaie

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Each year hundreds of students are able to enroll in a program at LW Tech, to get the education that will help them get a job, learn the skills that employers need, or update their skills as technology advances. Your generosity provides the scholarships and emergency help they need to fulfill their dreams. On behalf of the Foundation, and all who benefit, thank you!

A Big Thank You! to Our 2018 Donors

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We apologize if we have omitted or misspelled your name; please notify us at foundation@lwtech.edu so we can correct our records. We will publish donor names in our Annual Report unless you tell us you wish to remain anonymous.

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