2025 ANNUAL REPORT



50 Years OF CARE
KEIRO Northwest



LETTER FROM OUR BOARD CHAIR

To Our Keiro Northwest Community,

One of the most meaningful parts of serving on the Keiro Northwest Board is seeing the many ways people remain connected to this organization. Whether gathering at a community event, reading the latest newsletter, volunteering, or simply sharing our mission with others, each of you helps keep that connection strong.

In 2025, we welcomed new members to the Board of Directors. Their experience and perspectives have added to the skilled and thoughtful leadership of a Board that cares deeply about Keiro Northwest and the community it serves.

We were also grateful for opportunities to connect beyond the boardroom. The Board contributed quarterly updates to Keiro Northwest's monthly newsletter, sharing news and reflections with our community throughout the year. We also launched the Legacy Education Series, offering free educational workshops and seminars on topics relevant to older adults and their families. Board members participated in community events, including the Ayame Kai markets and Bon Odori, connecting with community members and supporting Keiro Northwest's fundraising efforts.

These moments remind us that Keiro Northwest is sustained not only by its programs, but by the relationships built over many years. We are thankful for everyone who continues to participate, contribute, and believe in our work.

It has been a privilege to serve this organization, and I look forward to seeing our community connections continue to grow.

With gratitude,

Susan Okamoto Lane

Susan Okamoto Lane
Board Chair, Keiro Northwest

LETTER FROM OUR EXECUTIVE DIRECTOR



Dear Residents, Families, and Friends,

At Nikkei Manor, 2025 was a year of investing in our building, strengthening our leadership team, and adapting to changing operational needs.

Several major facility projects were completed during the year. We replaced the roof and gutters, repainted the garden area, refreshed the garden flower beds, and replaced the kitchen's convection oven.
These improvements support the day-to-day comfort of our residents and help us maintain the building and grounds for the years ahead.

We also welcomed new leaders in our Business Office, Nursing, Sales and Marketing, and Dining departments. Building a strong and experienced management team has been an important priority for Nikkei Manor. We also implemented a nurse delegation program, expanding our ability to respond to residents' care needs.

Occupancy declined during 2025, presenting financial and operational challenges. Our team worked carefully to align staffing levels with census needs while maintaining appropriate support for our residents, continuing to provide quality care and services.

I appreciate the dedication and flexibility shown by our employees throughout the year. I am also grateful to our residents, families, and greater community for their trust, feedback, and continued partnership as we work to keep Nikkei Manor a safe, caring, and welcoming place to call home.

Sincerely,

Amy Nguyen
Executive Director, Nikkei Manor

KEIRO NORTHWEST VISION, MISSION, AND VALUES STATEMENTS



KNW MISSION STATEMENT

"We preserve and promote Japanese and Japanese American culture, traditions, and values through services, education, cultural events, and connections in support of the Nikkei community."

OUR VALUES

We strive to "Make every day the best day...for our residents, staff and community" through our values of:

Respect | Trust | Kimochi (compassion and caring) | Quality of life (for our residents) | Family

OUR VISION

One community, working together to enable a culturally sensitive, stimulating environment that promotes the health and wellness of its residents' lives

COMPETITIVE ADVANTAGE

Keiro NW provides a culturally sensitive spectrum of programs and services in the easily accessible heart of Seattle's International District

EMPLOYEE VALUES

Job satisfaction and professional growth guide our efforts to enable excellence in our employees

2025 KEY STAFF AND BOARD OF DIRECTORS

NIKKEI MANOR STAFF

Amy Nguyen
Nikkei Manor Executive Director

Laura Iljima-Schergen
Health Services Director

Allen Russell
Facilities Manager

Tomoko Faasuamalie
Kokoro Kai Adult Day Program Director

Mariko Ueno
Life Enrichment Manager

Elle Wang
Business Office Manager

Beau Preiser
Sales and Outreach Manager

Tatum Valdez
Interim Dietary Director

KEIRO NORTHWEST STAFF

Karlee Hicks
Director of Communications & Assistant to Board of Directors

Itsuko Simpson
Development Assistant

BOARD OF DIRECTORS

Dave Cullen
Board Chair

Susan Okamoto Lane
Vice Chair, Interim Board Chair

Alicia Taniguchi Eng
Secretary

John Matsumoto
Board Treasurer

Rio Dessero
Director

Lee Field
Director

Miles Goda
Director

Louise Kato
Director

Jeff Sakuma
Director

Eric Uyeji
Director



FINANCES 2025

Providing culturally relevant elder care comes with unique costs. Our commitment includes personalized care, competitive staff compensation and benefits, culturally meaningful activities, Japanese meals prepared with specialty ingredients, and ongoing maintenance of Nikkei Manor, our 30 year old building.

In 2025, Keiro Northwest reported $6.30 million in total revenue and support and $5.22 million in expenses, with approximately 79% of expenses supporting our programs. Strong investment performance contributed to an increase in our overall net assets.

However, revenue from services and charitable contributions alone does not fully cover the cost of providing care. We continue to rely on community generosity and carefully managed investments to help bridge this gap while supporting our long-term financial sustainability.

We are deeply grateful to our donors and supporters for helping us continue our mission of providing compassionate, culturally responsive care to our community's elders.

$6.30M	$5.22M	79%
Revenue & Support	Total Expenses	Program Expenses

FINANCES AT A GLANCE

REVENUE & SUPPORT

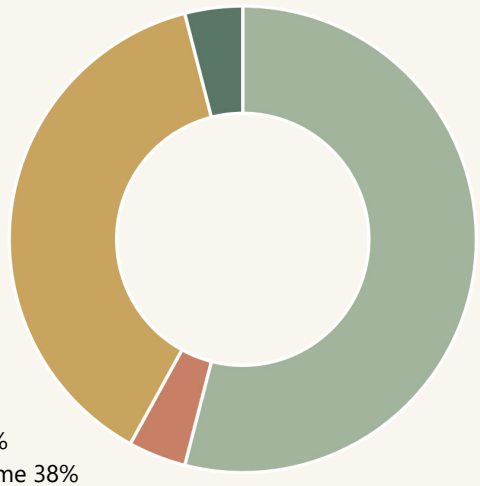
Program Revenue
$3,428,773

Individual Contributions
$253,462

Investment Income
$2,385,195

Other
$229,358

TOTAL $6,296,788

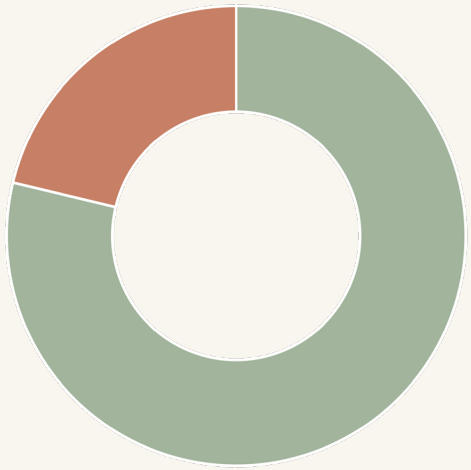


EXPENSES

Program
$4,112,326

Management & General
$1,111,631

TOTAL $5,223,957





DEMOGRAPHICS

58 NUMBER OF RESIDENTS SERVED

13 NUMBER OF RESPITE STAYS

25 NUMBER OF KOKORO KAI PARTICIPANTS

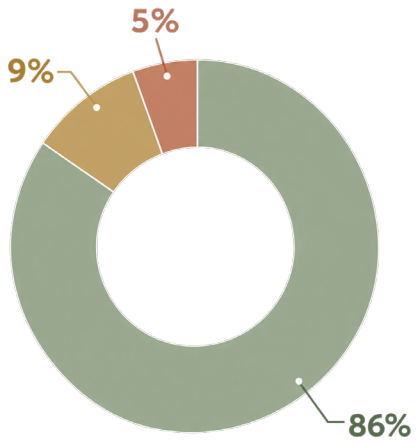
91 AVERAGE AGE AT NIKKEI MANOR

4 YEARS AVERAGE TENURE

10% MEN
average age—83

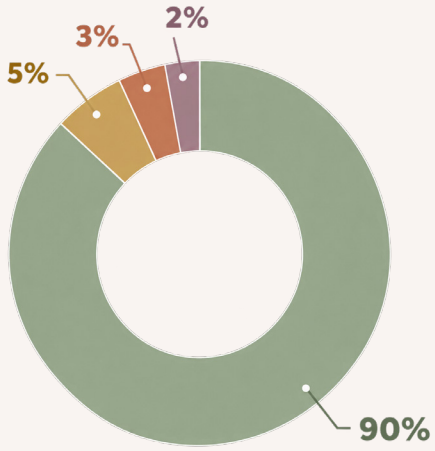
90% WOMEN
average age—92

PAYOR TYPE



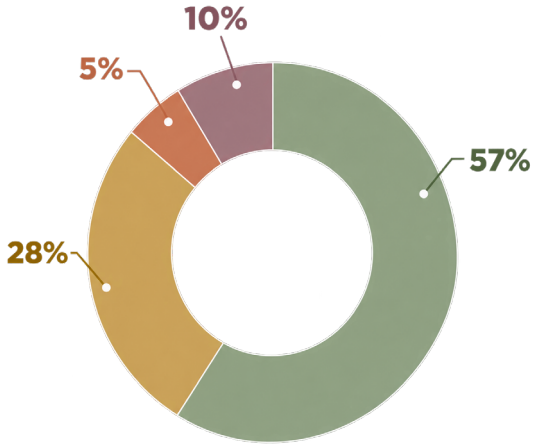
Private Pay 86% Medicaid 5%
Long Term Care Insurance 9%

ETHNICITY



Taiwanese 2% Caucasian 5%
Chinese 3% Japanese 90%

GENERATION



Nisei 28% Issei 57%
Other 10% Sansei 5%

VOLUNTEERS

VOLUNTEERS

31 Nikkei Manor
totaling 578 hours
10 Kokoro Kai Program
totaling 1,440 hours

CHURCH SERVICES

Faith Bible Church (once a month)
Seattle Betsuin Buddhist Church (twice a month)

SCHOOL VISITS

UCDS (Seattle Elementary School)
Kobe Nursing University (Japan)
Nationwide Nursing University Group (Japan)
Fukushima high school students (Japan)
Shimane Prefecture University (Japan)
Tokyo Medical and Dental University (Japan)

COMMUNITY & ENTERTAINERS

Okinawa Kenjin Kai
Northwest Taiko
Seattle Matsuri Taiko
Kobe Sister City
NAWMBA Seattle
Joey Hendrickson & Hula dancers
Echo Chorus
Rainbow Ladies Choir
Cabin Choir
Makanaokalani Hula Dance
Koto no WA
Seafair Clowns
Okinawa Sanshin
Eikoh Christian Church
Na Aikane Band
Emi Nakashima
Chris Beer
Halau Hula O Makanaokalani

PHOTOGRAPHERS

Eugene Tagawa
Theo Bickel



AYAME KAI GUILD

Throughout 2025, the Ayame Kai Guild continued its longstanding tradition of supporting Keiro Northwest through fundraising, volunteerism, and community engagement.

The Guild is made up of **77 members, including 40 active members, and more than 100 Friends of Ayame Kai.** Through their generosity, dedication, and countless volunteer hours, these individuals help strengthen our community and provide meaningful support to Nikkei Manor assisted living and Kokoro Kai adult day program.

AYAME KAI MARKETS

The Guild hosted its popular Summer and Holiday Markets at the Tukwila Community Center, bringing together local artisans, small businesses, volunteers, and community members for two seasonal shopping events that support Keiro Northwest's elder care programs.

Together, the markets welcomed more than **1,000 attendees, with approximately 30–50 independent vendors** at each event. Visitors enjoyed shopping for handmade crafts, Japanese goods, specialty foods, a bake sale, and unique gifts.

Through the hard work of Guild members and the generosity of vendors, sponsors, volunteers, and shoppers, the markets generated important support for Nikkei Manor and Kokoro Kai, helping fund items and improvements that enhance the daily lives of those we serve.

In 2025, Ayame Kai hosted its largest and most successful Holiday Market to date.

2025 HOLIDAY MARKET STATS

1,000	50	90+
Market Attendance	Market Vendors	Volunteers

AYAME KAI: SUPPORT IN ACTION

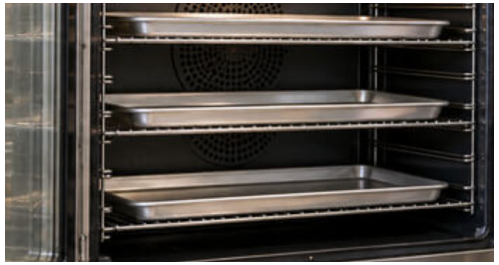


2025 WISH LIST PURCHASES

The Ayame Kai Guild's fundraising fulfills wish list items for Nikkei Manor and Kokoro Kai, providing items that enhance daily life, support meaningful activities, and contribute to the comfort and well-being of the elders we serve. In 2025, their generosity helped provide:



DINING CHAIRS



CONVECTION OVEN



GARDEN PATIO REPAIRS

2025 DONORS

OVER $5,000
Ayame Kai Guild
Joanie A Komura
Kats and Terrie Tanino Estate

$1,000~$4,999
Alicia and Jimmy Eng
Beacon Point Wealth Advisors
Blackbaud Giving Fund
Boeing
Chariitable Adult Rides & Services, INC
Christine Vargas
Craig Ishino
Deborah Knight
Edward Jones Leschi Group
GOBO Enterprises
James Simone
Japanese Presbyterian Church
John & Yaeko Cella
Julie Ann Oiye
Kathleen Okazaki
Kathryn Natsuhara
Larry and Karlyne Sera
Murakami Revocable Living Trust
Patricia Fechner
Reiko Sato
Richard Tsujimoto
Richard and Kathryn Miyauchi
Seattle First Hill Lions Club
Sumio T. Sakata
Warren Goda
Warren Saito

$500~$999
Atlas Tours Co., Ltd.
Dave Wyland
Frances Nishimoto
Gerald Lin
Hana Sato
Joyce Okamoto Miyabe
Koharu Sera
Louise Kato
Martin Oiye & Susan Nakagawa
Michael L Johnson
Michi Yamashita
Nora Chan
Paula Wong
Reiko Mizumoto
Richard Miyauchi
Sandra Timmer
Scott Sugiyama

$100 ~ $499
Aegis Marymoor
Aiko Fujii
Robert Ketcherside
Amy Kinoshita
Amy Nguyen
Angie Shimizu-Tse
Ann Hajnosz
Becky Kosugi
Bruce Ritzen
Carolyn Sawa
Charles Natsuhara
Dave Cullen
Day-By-Day Nursing
Diana Curneen
Edward Yakushijin
Elaine Shimono
Eric Uyeji
Eugene Sugita
Frederick Sakura
Harry Sato
Harry Yoshihara
Interlink
Iryo Sosei University
Jennifer Kimura
Jerry Okubo
Jeremy Zimmerman
Jordan Louie
K. Nakamura
Kevin Gardiner and Linda Mizumoto
Kobe City College of Nursing
Kuniko Kumekawa
Kurt & Candace Nogaki
Linda Kelso
Lisa Harris
Manami Honda
Marcia Rogers
Mary Kawaguchi
Mickey Matsuzawa
Midori Jones
Mieko Hill
Mikiko Amagai
Mr/Mrs William Kelso
Nancy Evans
Patty Hiroo Mastrude

2025 DONORS

Peter Phung
Ray Nomura
Ro U
Ross Rogers
Ryohei Ishibashi
Scott Hishikawa
Senior Services Of America
Sharon Sakamoto
Sho & Harriet Fuji
Stan Takashi Nakano
Takashi Fuji
Terrie Sua
Toi & Tom Borthwick
Tomio Moriguchi
Tomoko Faasuamalie
Toyo Tanaka
University Joint Degree Program,Japan
Warren and Susan Wong

UNDER $100

Alice Doi
Alice Saito
Arlene Kadoshima
Calvin & Gloria Kunimoto
Carol Narasaki
Carolyn Sawa
Carrie Baba
Cecilia K Kashima
Christine Nakagaki Murphy
Craig & Sheila Omoto
Duane Kamihara
Ed Oyama
Elaine and Brad Denslow
Elliot Okimoto
Gail EPPS
Gary Kawasaki
Gates Foundation
Jeannie Uyeda
Julia Tokunaga-King
Kana Taniguchi
Kathryn Smith
Keiko L Yanagihara
Laura Iijima-Schergen
Linda Tokunaga
Marion Forgie
Mineko Tanoue
Pledgeling Foundation
Saori Cullen
Scott Sugiyama
Steven Okimoto
Susan Okamoto Lane
Teresa Yamada
Yaeko Ito
Yoshiko Higo
Yukiko Iwai

FOUNDATION & GRANT SUPPORT

4Culture
Kawabe Memorial Fund

A special thank you to John and Yaeko Cella for funding watercolor classes for Nikkei Manor residents.





WAYS TO GIVE







Your donations directly impact the lives of Keiro Northwest program participants and residents. Without your support we could not continue. Since 1975, Keiro Northwest has been able to serve the community through your contributions.

WAYS TO GIVE

- General Donations to Keiro Northwest
- Designate to a specific program
- Honorary or Memorial gifts and koden
- Workplace campaigns and Employer matching
- Planned gifts
- Vehicle donations
- Stock gifting
- In-kind giving is a way to directly support participants in our programs. These donations can include almost any item that our programs use.

CONTACT US at GivingtoKNW@keironw.org with any questions regarding donations.

ONLINE DONATIONS

https://keironw.org/donate

DONATION FORM

Print & Mail Donation Form

CELEBRATING 50 YEARS



50 Years OF CARE
KEIRO Northwest

OUR 50TH ANNIVERSARY

In 2025, Keiro Northwest proudly celebrated 50 years of serving older adults and their families in our community.

Since 1975, our organization has evolved to meet changing needs, guided by a commitment to compassionate, culturally responsive care and a deep connection to our Japanese American heritage.

This milestone provided an opportunity to reflect on our history and honor the generations of community members, volunteers, donors, staff, and leaders whose dedication has shaped Keiro Northwest over the past five decades.

Our 50th anniversary was an opportunity to recognize the many people who have contributed to our mission over the years. We are grateful for their dedication and support, and we look forward to continuing our work serving older adults, their families, and our community.

**All Staff photo, Nikkei Concerns, 1989*

50 Years OF CARE
KEIRO Northwest

