NATIONAL COLLEGE | 2014/2015 OF NATURAL MEDICINE | ANNUAL REPORT



Our mission is to educate and train physicians, practitioners and pre-professionals in the art, science and research of natural medicine.

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Contents

Letter from the President & Board Chair	2
Our Campus	4
Program Development	8
Community Engagement & Philanthropy	12
Financial Statements & Graphs	16
NCNM Partners Program	26
NCNM Board of Directors	27
Donors & Partners	28

Letter from the **President & Board Chair**

The beauty of hindsight is that it's backed up by data. In our 59th year we broke records on all fronts: more students, patients, programs, CE and alumni events, and more NCNM Partners Program participants, to name a few. More is not better, however, if we let our values dim or lose track of our roots. We are very happy to report that those foundational elements of our beloved NCNM are thriving, stronger than ever, poised for a confident future.

Our campus "green" continues to emerge in Portland, from the splendid children's community garden called "Galen's Way" to the opening of Spaulding House, home to our rapidly expanding NCNM Institutes and Continuing Education department. Improvements to classrooms, the Academic Building and the Administration Building continue as

a matter of course. Our new clinic in Beaverton is thriving, having attracted a multiyear, seven-figure grant from Washington County for patient care. The NCNM Clinic has been designated as a top-tier Patient-Centered Primary Care Home facility by the Oregon Health Authority, the largest natural medicine clinic in Oregon to earn this designation.

Student numbers are at an all-time high, both in terms of graduates and new students, moving through more programs than NCNM has ever had. Our two new

The year's results and progress are wonderful, a testament to our continuing quest to promote and exemplify health, sustainability and self-healing.

undergraduate programs got the nod from the regional accreditor, as did a new clinical doctorate in Chinese medicine and a new Master of Science in Integrative Mental Health degree. Helfgott Research Institute, an emerging leader in the natural medicine community, has a myriad of research projects underway, ranging from student research to a recent \$3 million grant from the NIH.

> The college's ND curriculum, which was redesigned from top to bottom to emphasize more hands-on learning, is ready to go—and the ND program was awarded an unprecedented seven-year re-accreditation by the CNME. In addition, a brigade of students traveled overseas to Tanzania, Peru, Thailand and Nepal as part of NCNM's Global Health program, and NCNM

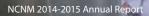
was instrumental in supporting the second International Congress on Naturopathic Medicine in Paris this past year.

The year's results and progress are wonderful, a testament to our continuing quest to promote and exemplify health, sustainability and self-healing. We invite you to join us in celebrating a few of those highlights.

David John Schleid - Eller Colognith

Ellen Goldsmith, MSOM Board Chair, NCNM

David J. Schleich, PhD President, NCNM





Our Campus

From its philosophy and mission to its very name, National College of Natural Medicine echoes the basic tenets of naturopathic and Chinese medicine that nature, in all its variety and complexity, is the primary force in health and healing.

So, it's not surprising that efforts continue to transform an urban campus wedged between highways into an oasis of green. In 2014-2015, the board of directors voted to establish "a green, integrated, sustainable campus." An NCNM committee was also formed to help create and develop new green spaces to complement the numerous trees, shrubs and flowers that now grace the campus in Portland's Lair Hill neighborhood.

Other green developments included new permaculture community gardening classes and the establishment of a new garden in partnership with local schools. Called Galen's Way Garden, after the sponsoring company, the garden features a boisterous mix of plants and colorful murals created and donated by students at the Southwest Charter School through a \$5,200 matching grant from the Regional Arts & Culture Council. Also new this year is a beehive at the east end of campus, the college's contribution to area pollination and a small effort to combat the decline of honey bees nationwide. Alumnus Meed West, ND ('79), DC, donated the first hive and NCNM received assistance from Tim Wessels of Bridgetown Bees in Portland who shared his time and knowledge.

From bottom left: Min Zidell Garden; arrival of honey bees; students from Southwest Charter School with Galen's Way mural.



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NCNM 2014-2015 Annual Report

The campus also gained some much-needed new space with the purchase and renovation of an 1886 house on SW Water Street, just east of the Administration Building. The structure was renamed Spaulding House in honor of Frank Spaulding, ND, DC, one of the college's founders. The 2,000-square-foot building is being used for office and event space.

Meanwhile, NCNM remains a key voice in efforts to improve safety, access and mass transit options for the area and the campus through its work with Metro, TriMet and the city of Portland on the development of the Southwest Corridor Plan.

A bit further west in the Portland suburb of Beaverton, the new NCNM Beaverton Clinic saw its grand opening in October, with a festive and well-attended open house featuring a series of health talks and free health tests. The clinic, which offers low-cost naturopathic and Chinese medicine to mostly low-income and uninsured patients, also provides critical clinical experience for NCNM students. The clinic has seen steady growth in patient numbers, with ND shifts increasing over time to meet patient demand, and an acupuncture shift that's booked a month or more in advance. Additional good news arrived as the fiscal year closed: Washington County awarded the clinic a two-year grant of \$387,000 to provide primary care and preventive services for the county's thousands of uninsured patients. The grant has the potential to be renewed for three more years, which would bring the total to nearly a million dollars. In addition to the much appreciated funding, the grant is a testament to the growing confidence placed in natural medicine by healthcare institutions, government and other medical professionals.

Below: In June, NCNM officials enjoyed a preview MAX ride across the Tilikum Crossing, Bridge of the People. Opposite page (clockwise): Beaverton Clinic; Spaulding House; a TriMet engineer explains design concepts of the new MAX Orange Line to President Schleich.



Program Development

This fiscal year at NCNM was one of exceptional accomplishment. For the first time in its history, NCNM broadened its program offerings to include two undergraduate degrees. In addition, the college recorded not only its highest enrollment in history, but a record number of graduates at commencement.



The new Bachelor of Science in Nutrition (BScN) and Bachelor of Science in Integrative Health Sciences (BSiHS) degrees are two-year degree completion programs offered by the new School of Undergraduate & Part-Time Studies. The new programs were approved for accreditation by the Northwest Commission on Colleges and Universities (NWCCU) and will begin fall term 2016.

The School of Naturopathic Medicine received an unprecedented seven-year re-accreditation from the Council on Naturopathic Medical Education. The commission commended the college for high faculty morale and broad student, faculty and staff inclusiveness in the naturopathic doctoral program curriculum overhaul.

Highlights of the completely redesigned ND curriculum include a significant increase in hands-on learning, reduced lecture time, and more clinical experience and patient contact for students. The new program, which begins in fall 2015, also emphasizes cross-disciplinary learning with cultural competency woven throughout the curriculum. The block curriculum has the entire cohort of students intensively studying and mastering one concept at a time.

This year also saw approval of NCNM's Doctor of Science in Oriental Medicine (DSOM) degree by the NWCCU, which will enable the School of Classical Chinese Medicine to begin offering the program in fall 2015. The new four-year curriculum will continue the scholar-practitioner approach and immersion into the art, science and spirit of Chinese medicine, which is the hallmark of the school's Master of Science in Oriental Medicine (MSOM) degree. The MSOM

Left: Students at Convocation/Clap In.

Opposite page (clockwise): Students in Charlee's Kitchen; Denise Dallmann, Director of Curriculum and Faculty Development, congratulates students at annual pinning ceremony; students in acupuncture class.





degree is nested within the DSOM for students who want to complete both degrees. The new doctoral program will be one of the most comprehensive classical Chinese medicine degrees in the world. In addition to emphasizing a patientcentered approach and training in a broad spectrum of modalities, including classical acupuncture and classical herbal prescription techniques, the DSOM will significantly expand studies of the ancient classical texts and require a doctoral capstone project.

It's been another banner year for NCNM's School of Research & Graduate Studies, with increasing numbers of students and evidence-based studies on natural medicine from acupuncture to women's health. The year's biggest news was a strong affirmation of the school's progress, when its Helfgott Research Institute received \$3 million from the National Institutes of Health for two five-year complementary integrative health research grants. The new grants provide funding for studies involving mindfulnessbased stress reduction for people with multiple sclerosis; and interdisciplinary clinical research training for naturopathic doctors and Chinese medicine practitioners, as well as training in naturopathic and Chinese medicine modalities for conventional medicine researchers.

The school also added a new Master of Science in Integrative Mental Health (MSiMH) degree to provide in-depth training on mental health disorders and to prepare students who want to specialize in mental health as part of an integrated healthcare team. The MSiMH will launch in fall 2015.

Opposite page: Helfgott Research Institute; Dr. Angela Senders, MSiMH program chair, welcomes new students; Dr. Heiner Fruehauf, founding professor of the School of CCM.

Below: ND student Diane Saunders at the NCNM Clinic; NCNM Herb Library.





Community Engagement & Philanthropy

In a world that is increasingly in need of alternative and integrative approaches to health and medicine, the people of NCNM are having wide-ranging impacts from organizing and participating in professional conferences, to working for legislative change or, simply and powerfully, sharing their knowledge of natural medicine.



Fortunately, the college receives generous support for its community programs through corporate partnerships and donations from alumni and friends. This support is also critical in building scholarship funds and supporting NCNM's continuing push to improve and expand facilities to enhance the learning environment.

Among the many highlights this year is the continued growth of philanthropy, with the NCNM Partners Program showing increases in pledged donations. Similarly, the Community Education and Continuing Education programs, which exist to provide regular professional training for NCNM graduates and offer courses to a community appreciative of natural medicine, showed significant growth both in terms of revenue and numbers of classes.

NCNM's Institutes, including Women in Balance, Traditional Roots and Food as Medicine also continued to be bright spots, with overall revenue up from last fiscal year. In addition, all three hosted well-attended and impactful conferences. Among the more unusual classes was a Food as Medicine Everyday series taught at Coffee Creek Correctional Facility, a women's prison in Wilsonville, Oregon. With funds from the Zidell family, classes included gardening, nutritional cooking and consumer awareness. The courses, aimed at women six months or less from release, have been extremely popular, with some inmates reporting that the information will help with mental health and alcohol abuse issues.

Opposite page from top: Women in Balance Institute lecture; women at Coffee Creek Correctional Facility in a Food as Medicine Everyday class.

Left: Judy Bluehorse Skelton leads a Traditional Roots seminar in the Min Zidell Garden.





This year's Commencement was again a joyous affair, with a record number of graduates receiving their degrees before a packed house of family and friends at the Oregon Convention Center. Noted integrative medicine writer John Weeks received an honorary doctoral degree and was the keynote speaker. In addition, the families of naturopathic medicine pioneer Benedict Lust and naturopathic medicine advocate Brent "Chris" Green, received posthumous Presidential Medallions on their behalf in honor of their extraordinary contributions to naturopathic medicine.

Pre-commencement activities included the Singing our Heroes Festival that honored medical heroes past and present, which included the annual Min Zidell Garden Gala, with a keynote address by board member Mohan Nair of Cambia Health. A new event this year was Proud Family Day, which featured booths with information about NCNM programs, music, face painting and food for new grads, family and friends. In another clear sign of the growing acceptance of natural medicine, alumnus Andrew Murison, ND ('10), and 10 other NCNM alumni were hired by ZoomCare, a growing chain of regional storefront urgent care clinics. Dr. Murison was the second naturopathic physician hired by the company. The first, Sara Gillham, ND ('11), has since been promoted to product development manager.

Every year, NCNM also partners with community organizations working to increase access to organic food and nutrition information. This year, the college worked closely with Zenger Farm, an urban farm in Southeast Portland that teaches organic farming and strives for access to good food for everyone. NCNM partnered with Zenger Farm and Love Farm Organics in a pilot program called RxCSA (Prescription Community Supported Agriculture) to provide a weekly share of farm-fresh produce, cooking demonstrations and recipes for NCNM Clinic patients and the community. The program distributed thousands of pounds of organic vegetables to 61 CSA participants.





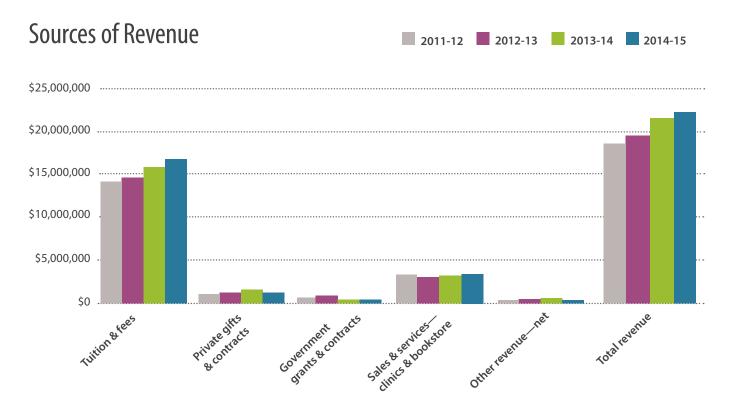


Financial Statements & Graphs

NCNM's performance in several critical areas is summarized in the pages that follow. The financial statements are excerpts from the independent auditors' report. For access to the full report, please contact the NCNM Finance Office.

2014-15 Quick Facts

- NCNM's DOE (Department of Education) ratio was 2.5, well within acceptable limits.
- Student loan default rate remained at 0%, continuing a nine-year trend.
- Revenue from tuition and fees increased 6.9% due to higher enrollment, new programs and strong retention rates. Tuition rate increase was a modest 2% for the 2014-15 academic year.



Expenses by Type

\$4,000,000

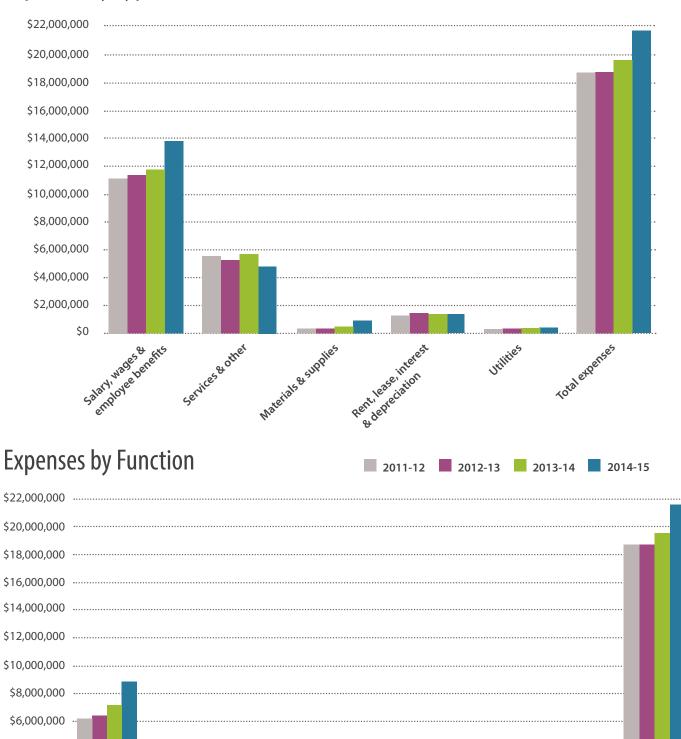
\$2,000,000

\$0

Instruction

Bookstore Institutional support

2011-12 2012-13 2013-14 2014-15



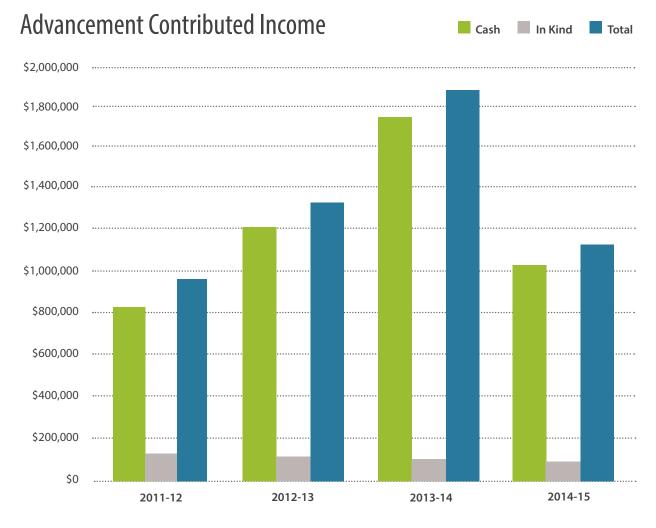
Stulent services Sponsored research

NCNM 2014-2015 Annual Report 17

Totalexpenses

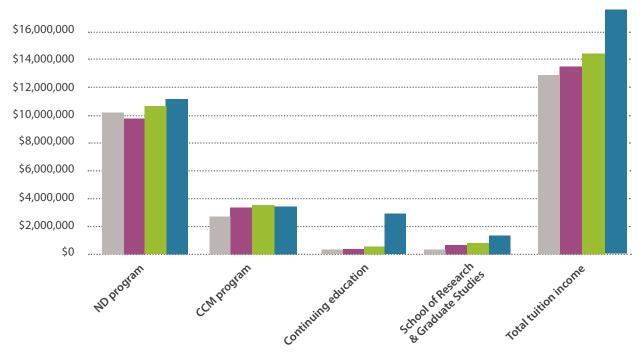
Clinic education

Academic support

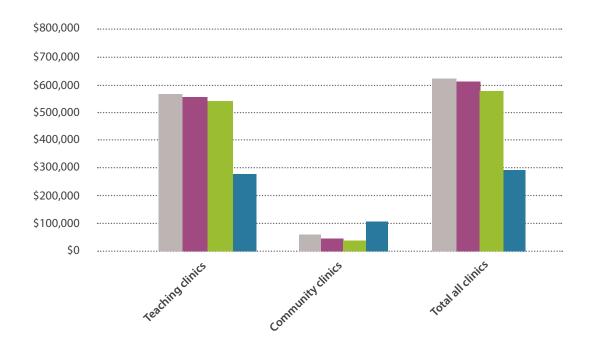




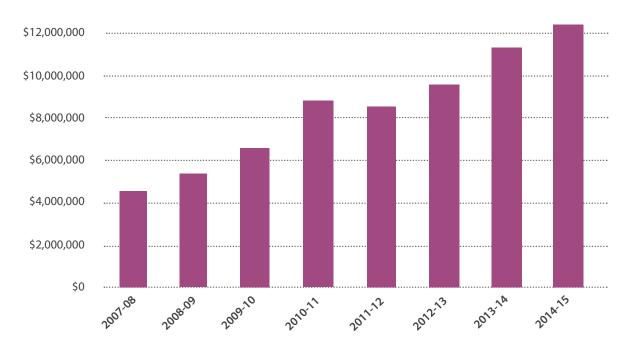




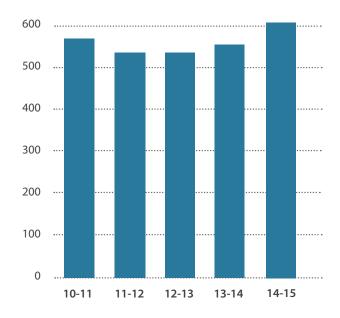




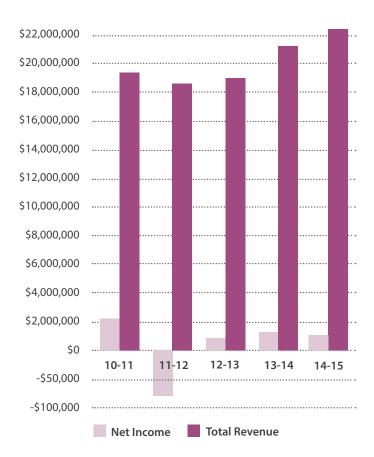
Net Assets



Five-Year Trend: Enrollment

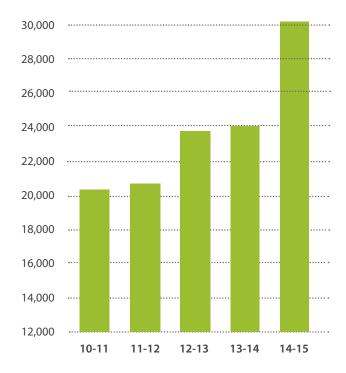


Five-Year Trend: Revenue



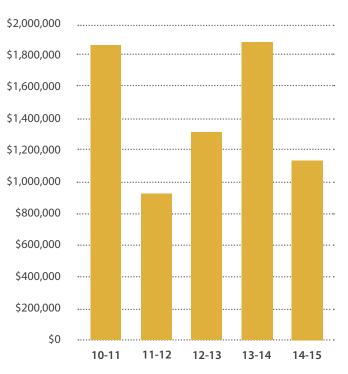
Five-Year Trend: Patient Counts

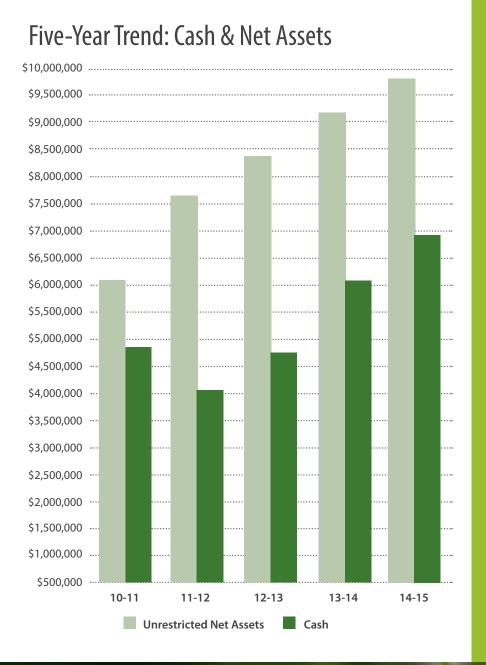
(NCNM Clinic)



Five-Year Trend: Contributed Income

(Private Gifts & Contracts)





The art of healing comes from nature, not from the physician. Therefore, the physician must come from nature, with an open mind.

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Statement of Financial Position

Year Ended June 30, 2015 (with comparative totals for 2014)	2015	2014
ASSETS		
Cash and cash equivalents	\$4,325,058	\$3,425,097
Certificates of deposit	2,655,225	2,639,977
Accounts receivable – net	257,783	118,630
Inventory	162,730	192,156
Prepaid expenses	115,409	108,732
Land held for investments	72,655	79,520
Note receivable	173,504	176,712
Property and equipment – net	17,066,901	17,433,742
Loan fees – net	63,663	84,571
Total assets	\$24,892,928	\$24,259,137
LIABILITIES & NET ASSETS		
Liabilities:		
Accounts payable	\$454,631	\$572,403
Accrued interest	5,342	6,130
Accrued payroll	1,120,251	891,680
Agency funds payable	-	27,838
Student body funds payable	40,087	33,187
Retirement plan payable	19,596	24,999
Deferred revenue	13,512	39,643
Student deposits	92,400	89,600
Long-term debt	6,508,238	6,764,596
Note payable	4,500,000	4,500,000
Total liabilities	\$12,754,057	\$12,950,076
Net assets:		
Unrestricted	\$9,778,836	\$9,154,883
Temporarily restricted	994,169	788,932
Permanently restricted	1,365,866	1,365,246
Total net assets	\$12,138,871	\$11,309,061
Total liabilities and net assets	\$24,892,928	\$24,259,137

Statement of Activities

			Total		
Year Ended June 30, 2015 (with comparative totals for 2014)	Unrestricted	Temporarily Restricted	Permanently Restricted	2015	2014
REVENUES & OTHER SUPPORT					
Tuition and fees	\$16,905,695	-	-	\$16,905,695	\$15,813,527
Private gifts and contracts	206,424	932,809	620	1,139,853	1,891,049
Government grants and contracts	181,356	302,458	-	483,814	425,513
Sales and services – clinics	2,998,455	-	-	2,998,455	2,629,927
Bookstore	418,082	-	-	418,082	423,088
Other revenue	273,348	150,626	-	423,974	414,066
Net assets released from restrictions	1,180,656	(1,180,656)	-	-	-
Total revenues and other support	\$22,164,016	\$205,237	\$620	\$22,369,873	\$21,597,170
EXPENSES					
Program services:					
Instruction	\$8,928,542	-	-	\$8,928,542	\$7,149,117
Research	563,938	-	-	563,938	309,593
Academic support	1,482,996	-	-	1,482,996	1,463,076
Student services	1,800,297	-	-	1,800,297	2,572,001
Clinics	4,023,871	-	-	4,023,871	3,577,344
Bookstore	455,735	-	-	455,735	570,316
Total program services	\$17,255,379	-	-	\$17,255,379	\$15,641,447
Supporting services:					
Institutional support	\$3,685,520	-	-	\$3,685,520	\$3,450,067
Fundraising	599,164	-	-	599,164	784,007
Total expenses	\$21,540,063	-	-	\$21,540,063	\$19,875,521
Increase (decrease) in net assets	623,953	205,237	620	829,810	1,721,649
Net assets, beginning of year	9,154,883	788,932	1,365,246	11,309,061	9,587,412
Net assets, end of year	\$9,778,836	\$994,169	\$1,365,866	\$12,138,871	\$11,309,061

In all things of nature there is something of the marvelous.

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Statement of Cash Flows

Year Ended June 30, 2015 (with comparative totals for 2014)	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES		
Increase (decrease) in net assets	\$829,810	\$1,721,649
Adjustments to reconcile increase (decrease) in net assets to net cash provided by operating activities:		
Depreciation and amortization	707,833	668,296
Unrealized loss on investments	6,865	8,125
Contributions to permanent endowment	(620)	(958,532)
Increase (decrease) in:		
Accounts receivable	(139,153)	(28,292)
Contribution receivable	-	155,000
Inventory	29,426	8,161
Prepaid expenses	(6,677)	(36,330)
Increase (decrease) in:		
Accounts payable	(117,772)	(5,638)
Accrued interest	(788)	(16,289)
Accrued payroll	228,571	162,119
Agency funds payable	(27,838)	9,260
Student body funds payable	6,900	14,172
Retirement plan payable	(5,403)	3,128
Deferred revenue	(26,131)	(47,385)
Student deposits	2,800	30,700
Net cash provided by operating activities	\$1,487,823	\$1,688,144
Cash flows from investing activities:		
Purchases of certificates of deposit	\$(1,204,635)	\$(2,639,977)
Proceeds from redemption of certificates of deposit	1,189,387	405,646
Purchases of property and equipment	(320,084)	(722,754)
Payments on note receivable	3,208	1,538
Net cash used by investing activities	\$(332,124)	\$(2,955,547)
CASH FLOWS FROM FINANCING ACTIVITIES		
Contributions to permanent endowment	620	780,282
Payments on long-term debt	(256,358)	(433,886)
Net cash provided (used) by financing activities	(255,738)	346,396
Net increase (decrease) in cash and cash equivalents	899,961	(921,007)
Cash and cash equivalents, beginning of year	3,425,097	4,346,104
Cash and cash equivalents, end of year	\$4,325,058	\$3,425,097
Supplemental disclosure of cash flow information:		
Cash paid during the year for interest	\$602,939	\$611,488

NCNM Partners Program

REGENTS' CIRCLE

\$1 MILLION Bob's Red Mill

PRESIDENT'S CIRCLE

\$500,000 Hevert Seroyal

Diamond Partners \$250,000

Alletess Bema Botanicals BioResource Herb Pharm Metagenics NFH – Nutritional Fundamentals for Health Radiancy

PLATINUM PARTNERS \$125,000

Biotics Research NW / Biotics Research Corporation ESSIAC International Integrative Therapeutics, Inc. Kirkman SuiteRx Thorne Research

GOLD PARTNERS

\$100,000

Gaia Herbs Klaire Labs QuinTron Singulex

SILVER PARTNERS

\$50,000 Apex Energetics Ayush Herbs, Inc. Bioclinic Naturals Bragg Live Foods Endurance Products Galen's Way Mushroom Science NCMIC Nordic Naturals Priority One R&H Construction Company US BioTek Laboratories

BRONZE PARTNERS

\$25,000 Allergy Research Bezwecken Cvrex DaVinci Laboratories of Vermont Designs for Health **Douglas Laboratories** ENZO Nutraceuticals, Ltd. Heron Botanicals Hylands / Treatment Options Irradia Mountain Rose Herbals Nasopure Natural Health International Natural Partners Oregon's Wild Harvest Pharmacopia Herbals Professional Complementary Health Formulas / PCHF **Pure Encapsulations** Puremedv **Rhein Laboratories**

SaunaRay SolTerra Systems The CHP Group Wise Woman Herbals WishGarden Herbs

1,000 FRIENDS OF NCNM \$5,000

AlmsBio Chiral Balance **Eclectic Institute Emerson Ecologics Ferlow Botanicals** Gemisphere **Golden Flower Chinese Herbs** HealthForce Nutritionals **KIND Healthy Snacks** Medox Meridian Valley Lab MicroLight Mountain Peak Nutritionals Nasobih ND Online Learning Centre NeuroScience Inc. New England School of Homeopathy Nutri (Imports & Exports) Ltd. UK Percasso Protocol for Life Balance **Quest Diagnostics** Relax Saunas of Momentum98 **Restorative Formulations/** WTSMed, Inc. Sprague Israel Giles Insurance Standard Process Vital Nutrients Women's International Pharmacy





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The National College of Natural Medicine gratefully acknowledges the following individual donors and companies for their generous gifts through June 30, 2015. NCNM deeply appreciates every contribution. With your help, NCNM continues to lead the way to a future of unparalleled excellence in research, education and patient care.

To put your gift to work, or if you have questions concerning estate planning or creating a bequest to NCNM, please call Vice President of Advancement, Susan Hunter, 503.552.1512. You can also contribute online at ncnm.edu/donate/

National College of Natural Medicine is a nonprofit institution of higher education recognized by the Internal Revenue Service as a 501(c)(3) tax-exempt organization. All contributions are tax-deductible to the fullest extent provided by law. Your support makes a difference. Help us continue to advance the practice and profession of natural medicine.

On behalf of our students, faculty, staff and patients, we thank you!



INDIVIDUALS

\$5-249

Melissa Ariel Bobotek Marilyn Booth-Love Jessica Brandes, ND Ericha Clare, ND Shelly Clevidence, ND Hjordi Danielson Elizabeth Davis, ND Karen Dewitt, ND Judith Neall Epstein, ND **Clay Evans** Lila Flagler, ND Debra Glazier Ellen Goldsmith, MSOM Kenneth & Candyce Hoffman **Caitlin Hoskins** Mary James, ND Kristi Lahusen Leslie Lauterbach, DC Ruth Lowengart, MD, MSOM Dorothy MacFarguhar Jerome Marquez Marina Mays Deborah McKay, ND Nancy Messinger Audrey Oliver **Dorothy Pansek Ruthie Petty** Kathryn Sawhill, ND L. R. Schneider **Ruth Shellev** Lori Stargrove, ND Mitch Stargrove, ND, LAc Krista Tricarico, ND

\$250-499

Anonymous Michael & Simone Chilton Brad Furman Patricia Kramer, PhD Ann Krapf Brent Mathieu, ND Brenda Morrison Andrea Smith, EdD Arthur Vandenbark, PhD Sky Wolfe

\$500-999

Caryn Beemer Lawrence Katz Ryan Olson Cory Resnick, ND Bill Tribe Joseph Wessels, ND Jared Zeff, ND

\$1,000-1,999

Eric Blake, ND Bruce Canvasser, ND Inez Canvasser Dave Dahl Helen Healy Carolyn Knox Thomas Kruzel, ND Roberta Mitchell Pamela Thomas

\$2,000-9,999

Maureen O'Connor Barnhart Richard Berry Prem Dev, ND Debra High Jere High, ND Susan Hunter, MBA Rosetta Koach, ND Priscilla Morehouse David Schleich, PhD Scott South Dennis Wedam

\$10,000 AND ABOVE

The Estate of Adrienne and Percy Frazier Jerry Stock Trust Robert Simonson Trust

COMPANIES

\$5-249

2 B Well, Inc. Aspen Grove Wellness Center Central City Concern **Clear Passage Therapies** Eagletree Herbs Everyday Wellness (Lisa Shaver, ND, LAc) FoodCorps Good Life Healing Center Happy Gut Girls Hawaii Society of Natural Physicians Heart of Wellness Herba Flora International Culinary Tourism Institute/FOODWORX Kroger/Fred Meyer Community Awards LifeQual Center Natural Health, LLC **Noble Spices** Nonprofit Association of Oregon Oregon Health Authority Patient Physician Coop PGE Employee Engagement Fund Sante Aesthetics & Wellness Starvation Alley Farms The Arctos School U.S. Small Business Administration

\$250-499

2 Series Scholarship Belle Aglaia Bobo MDC Earth Fairy Airbrushing Integrative Health & Nutrition Meridian Trust Real Estate Mountain Mel's Essential Goods OlyKraut Oregon Brineworks Pharmaca Integrative Pharmacy Premier Research Labs Wells Fargo Matching Gift Foundation

\$500-999

ACCAHC ACHS Amenda Clinic Hahnemann Labs Kashi Clinical Labs Laclede, Inc. Med-Chem Labs, Inc. Natura Health Products NMSA Northwest Control Company Pacific Psychological Clinic Solutions 4 Health Urban Moonshine Women's International Pharmacy

\$1,000-1,999

Academy of Integrative Health and Medicine Frontier Co-Op Itasca Natural Medicine Labrix Clinical Services Michelle's Miracle Wellness Naturals

\$2,000-4,999

Boston Heart Diagnostics Cyto-Matrix Designs for Health Innate Response Jim's Thriftway NCMIC Insurance STS Foundation Virginia Garcia Memorial Health Center

\$5,000-9,999

Commonwealth Laboratories NPLEX Oregon Community Foundation Samueli Foundation Vollum Fund

\$10,000 AND ABOVE

ABIHM ACIHM George Law Firm, Missoula, Montana





NCNM DOES NOT DISCRIMINATE ON THE BASIS OF RACE, COLOR, NATIONAL OR ETHNIC ORIGIN, SEX, DISABILITY OR AGE.