

► FISCAL YEAR ◄

2017

KIDS GO.

ANNUAL REPORT

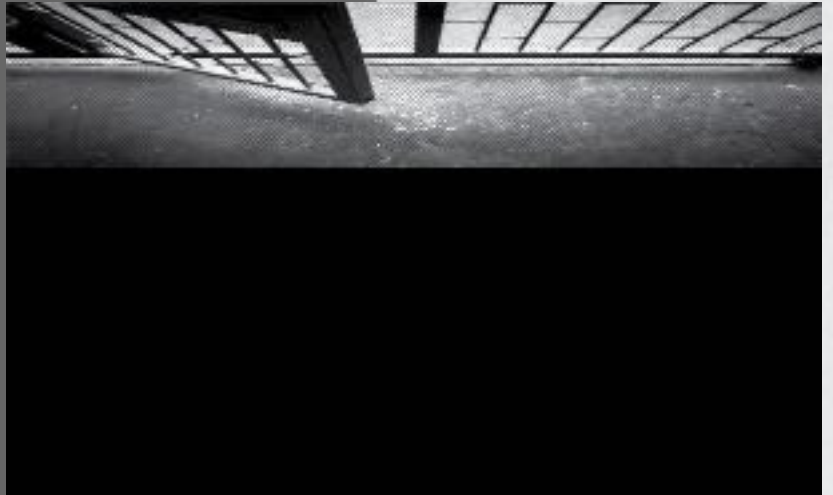


WHY AFTERSCHOOL PROGRAMS ARE A SAFETY NET

- ➔ **Research says** that 3 to 6 PM are the hours when kids are most likely to engage in risky behaviors.
- ➔ **Fight Crime: Invest in Kids says** the #1 way to keep kids safe are high quality after-school programs.
- ➔ **Experts say** chances are good that high quality afterschool programs reduce not only juvenile crime but adult crime as well.*

≡ KIDS CO. FACTS ≡

- ✔ Kids Co. awards nearly **\$500,000** each year in scholarships to low-income kids.
- ✔ No child is turned away from Kids Co. based on their family's inability to pay.
- ✔ Kids Co. does not set caps on the number of low-income kids served.
- ✔ **Over 1,400 kids** attend Kids Co. each year.
- ✔ Kids Co. has **13 locations** in the Greater Seattle Area.
- ✔ Kids Co. offers preschool and school age child care.
- ✔ At Kids Co., all families are welcome.



WHAT IS THE SCHOOL-TO-PRISON PIPELINE?

A disturbing national trend wherein children are funneled out of public schools and into juvenile and criminal justice systems. Many of these kids have learning disabilities or histories of poverty, abuse or neglect, and would benefit from additional educational and counseling services. Instead, they are isolated, punished, and pushed out.

(behavioral challenge page 2)



*America's After-School Choice: The Prime Time for Juvenile Crime, Or Youth Enrichment and Achievement; Fight Crime: Invest in Kids. www.fightcrime.org



KIDS CO. NEWS

CHANGING THE WAY WE DO CHILD CARE TO MEET AND EXCEED OUR FAMILIES' NEEDS

ACCESS TO AFFORDABLE, QUALITY CHILDCARE PROVIDE BUSINESSES WITH CONSIDERABLE BENEFITS

- ✓ increased profits
- ✓ lower employee turnover
- ✓ reduced tardiness and absenteeism
- ✓ higher employee morale and commitment
- ✓ lower training and recruitment costs
- ✓ increased employee productivity and performance



Boy in shark costume: Playing dress up strengthens emotional development.



Girl with parakeet: Art projects such as making a parakeet help boost self-confidence.



Chess: Chess improves strategic thinking.



Kids Co.'s mission is to provide and advocate for quality childcare that enriches and nurtures all children, supporting their success in school and in life.

“
There can be no keener revelation of a society's soul than the way in which it treats its children.
 - Nelson Mandela
 May 8, 1995

FISCAL YEAR 2016

KIDS CO. BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

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- Erin Overbey, Vice-Chair
- Jonathan Siegel, Treasurer
- Lauren Offenbecher, Secretary
- Susan R. Brown, Ex-Officio

- Henry Chou
- Tinamarie Feil
- Joe Jornadal
- Shawn Larsen-Bright
- Ray Luiggi
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FISCAL YEAR 2017

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EXECUTIVE COMMITTEE

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- Shanda Boyett
- Katrina Johnson
- Shawn Larsen-Bright
- Bart Wilson

DEAR FRIENDS,

There is a kind of magic inherent to the world of child care. It's a world of possibilities that's a mixture of excitement, giggles, challenges, and wonder. Sharing these moments, watching young lives grow, and helping shape their world view is part of what makes working in child care absolutely special. Whenever a student learns a skill, plays a new game, shares a story, or grows an inch, it feels like the world has produced one more cherished moment that can lead to a lifetime of goodness and success. It's the magic of children!

At Kids Co. we learn to work the magic on both good and bad days. We accept and respect that each child is unique and—no matter how a child is reared and nurtured at home, school, or in our care—there will be bouts of frustration and anxiety. Anxiety and challenging behaviors affect some kids far more than others and this is where we, as child care providers, must be well trained and prepared.

Within these pages, we'll share what made Fiscal Year 2017 special and unique, from our intensive staff training to work proactively with kids exhibiting challenging behaviors to extending the Kids Co. Scholarship Fund to enriching our programs. It was a year of successes and learning curves. It's time to fill you in on all the details!

As we reminisce about the year, keep in mind you are a big part of our success! Your support and trust in the magic of child care keeps our doors open to families of all incomes, to children with varying needs, and allows us to have a top-tier staff.

“Thank you,” is the simplest of phrases but sometimes perfect. So thank you for caring.

With the warmest of hearts,



Susan R. Brown

Susan R. Brown
 President and CEO
 1989-present



John Hoverson

John Hoverson
 Board Chair
 2016-present

POSITIVE BEHAVIOR SUPPORT

— — —  AT KIDS CO. — — —

WHAT IS POSITIVE BEHAVIOR SUPPORT?

Positive Behavior Support (PBS) is a set of research-based range of strategies that are designed to prevent problem behaviors by making changes in a child’s environment while teaching socially appropriate alternative behaviors. It’s an approach that blends values about the rights of people with disabilities with a practical science about how learning and behavior change occur.

Why is this important to Kids Co.?

Over the last 10 years Kids Co. has seen an increase in the number of children enrolled in our programs who have serious emotional and behavioral needs—needs that go well beyond what child care teachers are skilled, or trained, to address. As the behaviors of some children became more and more challenging, even at times explosive, Kids Co.’s staffs were getting burned out, feeling frustrated, and leaving Kids Co. Even worse, on rare occasions the behaviors reached such extreme levels and required so much staff supervision for one child, we ultimately had to ask those families to leave. We knew we had to find a way to support our staff AND do what we can to keep these kids enrolled at Kids Co. Thankfully we found the help we needed right here in Seattle—the University of Washington’s Haring Center professional development unit. We needed their expertise to create child care environments that served all kids well, while learning new and better



ways of teaching socially appropriate and acceptable behavior to the kids who struggled with that the most.

All parents want their kids to feel loved, that they are important, and that they belong. At Kids Co., we want that too. And thanks to the UW Haring Center, Kids Co. has embarked on a positive behavior support training program for our teachers based on

“

Behaviorally challenging kids are still poorly understood and are still being treated in ways that are adversarial, reactive, punitive, unilateral, ineffective, counterproductive...

- Ross Greene, Psychologist

behavioral science research. The training program that was developed for Kids Co. by the Haring Center professional development consultants includes seminars, on-site coaching, as well as built in opportunities for Kids Co. teachers to practice what they are learning using the Prevent, Teach, Reinforce method. With support, training, and inspiration from the Haring Center, Kids Co. will increase a child's sense of belonging and positive social relationships, regardless of ability.

Young children vary widely in their skills, knowledge, backgrounds and abilities. Together, we can directly alter the course of these kids' lives by helping them learn to navigate success, working with others, doing well in school, and joining tomorrow's workforce.

Why is this type of training important to our community?

According to psychologist Dr. Ross Greene, who has taught at Harvard and Virginia Tech, without collaborative and proactive solutions, we are setting these kids up for the **school-to-prison pipeline**.

This includes the 5.2 million with ADHD, the 5 million with a learning disability, and the 2.2 million with anxiety disorders, but also the 16 million who have experienced repeated trauma or abuse, the 1.4 million with depression, the 1.2 million on the autism spectrum, and the 1.2 million who are homeless. "Behaviorally challenging kids are still poorly understood and are still being treated in ways that are adversarial, reactive, punitive, unilateral, ineffective, counterproductive," says Greene. "Not only are we not helping, we are going about doing things in ways that make things worse. Then what you have to show for it is a whole lot of alienated, hopeless, sometimes aggressive, sometimes violent kids."



SCHOOL-TO-PRISON PIPELINE CAN BE INTERRUPTED

Kids Co. will increase a child's sense of belonging and positive social relationships, regardless of ability.



“Kids Co. creates safe spaces that inspire wonder, curiosity, and play for kids,” and it’s woven into the fabric of our daily activities. Yes, there’s reading time, play time, and even homework time but the best time is hands-on learning aka Experiential Learning. We’re talking about:

- ✔ **field trips** to sporting events, museums, and local parks;
- ✔ **specialty classes** to promote science or cooking;
- ✔ **fun child care center guests** like the Reptile Man, LEGO experts, or Yoga;
- ✔ **so much more!**

Experiential Learning has been around since 350 BCE when Aristotle wrote, **“for the things we have to learn before we can do them, we learn by doing them.”** He was spot on! Introducing kids (and adults) to these types of experiences promotes social-emotional and physical development—**BUT KIDS CALL IT FUN.**

To enhance our program enrichment in 2017 Kids Co. launched Inspire Exploration, a 5-day online fundraiser and finished with a cool **\$26,877!**

AND SPECIAL MENTIONS TO THE KIDS CO. STAFF WHOSE COMBINED GIFTS HELPED MATCH THE PROGRAM ENRICHMENT FUND!

★ **DAILY INCENTIVE PRIZE DONORS**

Card Kingdom	The Fish Guys	Pacific Science Center	Silverwood Theme Park
The Columbia Tower Club	Heavy Restaurant Group	Seattle Boulderling Project	Two Doors Down
Down West Seattle Bowl	Ivar’s	Seattle Children’s Museum	Woodland Park Zoo
Emerald Downs	MoPOP	Seattle Gymnastics Academy-Ballard	

SPECIAL THANKS TO OUR SPONSORS:

★ **GOLD SPONSORS**



Special thanks to these offices
Madison Park, Mount Baker,
Wall Street

★ **SILVER SPONSORS**



Jonathan Siegel

★ **BRONZE SPONSORS**



SPECIAL THANKS TO OUR SPONSORS:



It's because of these GREAT COMPANIES that each individual donation was matched!

★ NOBEL SPONSOR



★ DOUGLAS FIR SPONSORS



Special thanks to the Mount Baker office

★ DAILY INCENTIVE PRIZE DONORS

- Bloedel Reserve
- The Columbia Tower Club
- Dimitriou's Jazz Alley/Pacific Jazz Institute
- Anne and Glen Feil
- Field Roast
- Mary and John Hoverson
- Seattle Gymnastics Academy-Ballard
- McMenamins
- Seattle Men's Chorus
- Seattle Storm
- Seattle Sounders
- Cindy and Bart Wilson



CHILD CARE! Nearly every working family who has young kids needs it, but what if they're having a hard time making ends meet?



WE HAVE THE ANSWER: The Kids Co. Scholarship Fund—tuition assistance for the underserved.

This is where the magic happens. Each year, Kids Co. reaches out to our generous community with an open invitation to get families the care they so desperately need.

Our most interactive fundraiser is Kids Co. Where Kids Grow. Foundations, businesses, and caring folks were asked to give and YES THEY DID! In 5-days we raised **\$24,183**, enough to send **104 kids** to a **week of summer camp!**

This translates to 104 smiling and thriving kids!

➡ **THANK YOU!** ➡

GET ON THE BUS

Mission: Fieldtrip Wheels | August 10–11, 2017

SPECIAL THANKS TO
OUR SPONSOR:

JOHN L. COOPER
BALLARD
MARKET

★ DAILY INCENTIVE PRIZE DONORS

Disney Land Resorts

Pacific Office Automation

Seattle Sounders

It's well known that kids love exciting new adventures. We're talking about a trip to **POINT DEFIANCE ZOO IN TACOMA**, taking the **UNDERGROUND TOUR** in downtown Seattle, experiencing a **FERRY RIDE TO BAINBRIDGE ISLAND**, and much more. The bumper is walking isn't always an option and public transit is unpredictable.

WHAT'S THE BEST ANSWER FOR SAFE, FAST TRANSPORTATION? A CHARTERED BUS!

WHAT'S THE OBSTACLE? THE COST. IT'S ABOUT \$500 A POP!

With 1,400 students, this really adds up. Our solution is Get On The Bus, a 2-Day fundraiser with one mission—seeking the funds for bus rentals. Thanks to the generosity of kid-loving folks like you, we raised **\$5,754**, enough for over 11 busses. Now the kids have the wheels to keep them moving and active.

THANK YOU.

WHAT KIDS CO. MEANS TO US!

By Kids Co. Mom,
Maggie Glowacki



Maggie Glowacki, Kids Co. Mom

Co. had openings, so I enrolled the boys in the Kids Co. at Adams program at the same time.

For the past two years Kids Co. has provided a place to play, create, learn, and make friends for my two boys. My boys look forward to going to Kids Co. so much that on some school days, my now nine-year-old asks, hopefully, if there's only Kids Co., or

Two years ago, I became the foster parent of two energetic boys. I work full time so finding before and after school care was a necessity. In the fall of 2016, when the boys were seven and ten, I enrolled them into 1st and 5th grade at Adams Elementary.

Luckily, I found that Kids

if there's school that day too—always, being disappointed when he hears that there's both school and Kids Co. Also, because Kids Co. offers so many opportunities to play and cooperate with others, the boys' have made good friends. So much so that at the last birthday party, Kids Co. kids made up the majority of the party.

During the fall of 2017, when Santos entered middle school I was happy to learn that Kids Co. is for children up to the age of 12. Santos chose Kids Co. as his after-school program and because of his leadership abilities he was named Kids Co.'s first junior staff member. This past school year, Santos helped create the Kids Co. Newsletter and he helps with the activities during the afternoon Kids Co. programs.

Additionally, I never have to worry about finding different child care when school is off for fall and winter breaks, because Kids Co. has that covered and it's such a relief to know that the kids really enjoy going to Kids Co. at Adams. Thank you, Kids Co.!

SO MUCH KINDNESS AND GENEROSITY

was shared with Kids Co. during FY'17—our 28th year serving you and the rest of our community quality child care! We are very fortunate to have friends like the following businesses, foundations & organizations, and individuals.

BUSINESSES

AlphaGraphics
Bader Martin P.S.
BMC Group
Dorsey & Whitney LLP
HomeStreet Bank
Karp Business Law
MCM Financial
Monkey Fist Marine
Ballard Market – Town & Country Markets
Urban Steelworks
Washington Liftruck

FOUNDATIONS & ORGANIZATIONS

AmazonSmile Foundation
Ben B. Cheney Foundation
Benevity
The Boeing Company Gift Match
The Dorsey & Whitney Foundation
Fidelity Charitable
Jewish Federation of Greater Seattle
League of Education Voters
Local Independent Charities
Network for Good
Quota International of Kent Valley
Safeway Foundation
School's Out Washington
The Seattle Foundation
United Way of King County
University of Washington Social Development Research Group
Windermere Foundation – Greenwood Office
Windermere Foundation – Mount Baker Office
Windermere Foundation – Madison Park Office
Windermere Foundation – Wall Street Office

INDIVIDUALS

Dion Adams
Damon Agnos
Carol Akello
Bret Alder and Christopher Smutny
Emily Alford and Josh Rosenfeld
Rusitsa Amaudova and Sergey Ivanov
Michele Anciaux Aoki
Dalton Anderson
Anonymous (30)

Adina Arnold
Christian Arnold
Alexis and Nate Atkins
Amy Baernstein and Melanie Tratnik
Michelle Bagshaw and Guy Freeman
Megan and Haris Bahtijaragic
Amanda Bakke
Mark Balter O.D.
Candace and Nigel Barron
Donna Bashe
Nikki Bautista
Adrianna and Sean Bear
Sherrie Belt-Hart and Darius Hart
Jessica and Rob Bendixen
Michael Beneke and William Vesneski
Jeffrey Bentley
Johana and Ryan Beresky
Carla and Bradley Berg
Gabe Berger
Janet Bester-Meredith and Charles Meredith
Jamy Bibbs
Natasja Billiau and Philip Breesch
Hirut Biru
Bidisha Biswas and Nirav Desai
Andrea Blackbird
Mike Bonnell
Ebony Booker
Esther Booker
Alice Bossart
Leah Bossart
Dawn Bova and Robert T. Andrews
Kyra Brandt
Janis Bridge
Bobbi and Jon Bridge
Angela Brown and Blake Sanders
Midori Brown
Susan and Jim Brown
Tonja Campbell and Ian Dickson
Mark Caraluzzi
Lind Carr
Cherry Cayabyab and Ian Dapiaoen
Randy Celmar
Jean Chaback
Lily Chan and Matthew Anderson
Larry Chapman
Judith Chen
Caroline and Brad Cheney
Alexander Choi
Nancy and Henry Chou
Judith Cohen

Steffanie Cohen
Tumaini and Cheo Coker
Jolenta Coleman and James Bush
Charnay Combs
Sandra and Gardner Congdon
Patrick Conklin
Sarah Cox
Catherine Crowe
Sorania Cruz
Ann and Eric Dahlberg
Scott Davidson
Char Davies
Deidra Daymon
Megan Demartini
Sigrun Denny and Lester Eastlick
Elinor Dofredo
Nicole Dowding
Shoshana Driver
Sarah and David Dubois
Earline Duhon
Christina Economou and Rich Grunder
Deborah and Peter Ehrlichman
Tinamarie Feil
Margaret Fleet and Brian Palen
Lisa Flint and Darren Bisset
Caitlin Foito-Bleiweiss
Dana and Justin Fontes
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Marina and Lorcan French
Amanda and Geoff Froh
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Geoff Godfrey
Destiney Graham
Benjamin Greenberg
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Sasha Hall and Steven Raymond
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Sonja and Brandon Hardenbrook
Kim Hardy and Anthony Shoecraft

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Nate Heffter
Jason Hein
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Kim and Jon Hemingway
Stacy Hemingway
Rachael and Andrew Hitchcock
Le Van Ho
Anh Hoang and Michael Wallent
Walt Hossfeld
Lori and Robert Hout
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Natalie and Cristian Iordache
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Maya Jackson
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Don Lacer
Brianna Lanier
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Elisabeth and Eric Laughlin
Cynthia Laurila
Jason Lawson
Audrey Le and Geoff Kozu
Cathy Leap
Thea Lehming Brandt and Adam Brandt



Giving frees us from the familiar territory of our own needs by opening our mind to the unexplained worlds occupied by the needs of others. - Barbara Bush



Jamilya and Keith Leitich
 Susan Letts
 Robert Levine
 Will Levine
 Melina Lin
 Kimberly and Alan Lippman
 Sahale Little and Alexander Schofer
 Elizabeth Loux
 Stephanie L'Paul and Justin Paul
 Suzanne and Lacy Lynch
 Kea and Todd Mcgregor
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 Fritz Wollett
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 Kathy Ye and Jason Shou
 Betty Yee and John Janusson
 Jenny Yoo
 Dana and Matthew Zahler
 Leona Zamora and Kevin Gustafson
 Oliver Zurbel
 Jake Zweski

IN KIND GIFTS

Amanda Bakke
 The Bloedel Reserve
 Card Kingdom & Café Mox
 Columbia Tower Club
 Costco Wholesale – Woodinville
 Costco Wholesale – Lynnwood
 Costco Wholesale – 4th Ave
 Costco Wholesale – Aurora
 Costco Wholesale – Kirkland
 Costco Wholesale – South Center
 Dimitriou's Jazz Alley/Pacific Jazz Institute
 Disneyland Resort
 Emerald Downs
 Anne and Glen Feil
 Field Roast
 Fred Meyer – Greenwood
 Heavy Restaurant Group
 Mary and John Hoverson
 Ivar's
 McMenamins
 MoPOP
 Pacific Office Automation
 Pacific Science Center
 Seattle Audubon Society
 Seattle Bouldering Project
 Seattle Children's Museum
 Seattle Gymnastics Academy – Ballard
 Seattle Men's Chorus & Seattle Women's Chorus
 Seattle Sounders
 Seattle Storm
 Silverwood Theme Park
 Target – Factoria Square
 Target – Renton
 Two Doors Down
 West Seattle Bowl
 Whole Foods Market
 Whole Foods Market – Pacific NW Region
 Cynthia and Bart Wilson
 Woodland Park Zoo

ASSETS

STATEMENT OF FINANCIAL POSITION

August 31, 2017

Current Assets:	
Cash and Cash Equivalents	884,209
Accounts Receivable, Net	50,057
Prepaid Expenses	51,126
Total Current Assets	985,392
Property and Equipment, Net	70,751
Contributions Receivable LT	5,000
Total Current Assets	1,061,143

LIABILITIES AND NET ASSETS

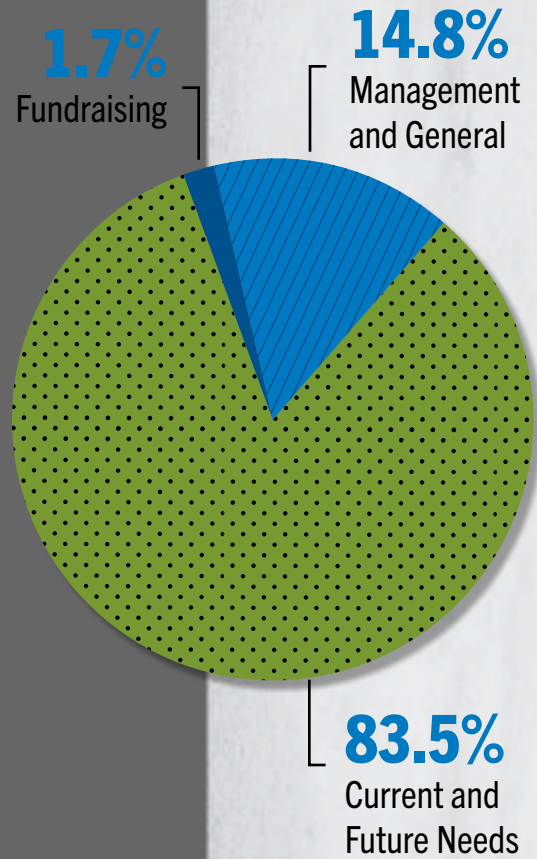
Current Liabilities:	
Accounts Payable	\$272,646
Refundable Deposits	51,350
Unearned Program Fees	61,251
Total Current Liabilities	385,247
Capital Lease Obligations	2,972
Total Liabilities	388,219
Unrestricted Net Assets	672,924
Total Liability & Net Assets	1,061,143

STATEMENTS OF ACTIVITIES

August 31, 2017

Revenue and Support:	
Program Service Fees	3,400,794
Grants and Contributions	274,833
Miscellaneous Revenue	3,817
Investment Income	921
Total Revenue and Support	3,680,365
Expenses:	
Program Services	3,467,784
Management and General	353,885
Fundraising	95,584
Total Expenses	3,917,253
Change in Unrestricted Net Assets	-236,888
Unrestricted Net Assets, Beginning of Year	909,812
Unrestricted Net Assets, End of Year	672,924

ALLOCATION OF FUNDS RECEIVED FOR FISCAL YEAR 2017



COME BE PART OF THE ACTION!

KIDS CO. CENTER LOCATIONS

- Kids Co. at **Adams**, Ballard (incorporated 1989)
- Kids Co. at **Cascadia**, Wallingford (incorporated 2012)
- Kids Co. at **Graham Hill**, Seward Park (incorporated 1991)
- Kids Co. at **Island Park**, Mercer Island (incorporated 1995)
- Kids Co. at **John Hay**, Queen Anne (incorporated 1990)
- Kids Co. at **John Muir**, Mount Baker (incorporated 2011)
- Kids Co. at **Lakeridge**, Mercer Island (incorporated 1995)
- Kids Co. at **McDonald**, Greenlake (incorporated 2010)
- Kids Co. at **Northwood**, Mercer Island (incorporated 2016)
- Kids Co. at **Queen Anne**, Queen Anne (incorporated 2011)
- Kids Co. at **South Shore**, Rainier Beach (incorporated 2002)
- Kids Co. at **TOPS**, Capitol Hill/Eastlake (incorporated 1991)
- Kids Co. at **West Mercer**, Mercer Island (incorporated 2014)

OPENING IN THE FALL OF 2018

- Kids Co. at **Cascadia**, Licton Springs/Northgate*
- Kids Co. at **Cedar Park**, Lake City
- Kids Co. at **Decatur**, Wedgwood

*Cascadia was temporarily located in Seattle's historical Lincoln High School while the new building was being renovated.

KIDS CO.

2208 NW Market Street
Suite 510
Seattle, WA 98107
206.781.8062
admin@kidscompany.org
www.kidscompany.org

FOLLOW US:

-  kidengagingfun
-  @KidsCoWA
-  Kids-Co-
-  kidsco.wa



The **America's Best Charities Seal of Excellence** is awarded to charitable organizations that meet the highest standards of public accountability, program efficiency, and cost effectiveness. Applicant charities must provide evidence of their program activities and demonstrate the benefit of their services. These standards include those required by the US Government for inclusion in the Combined Federal Campaign, probably the most exclusive fund drive in the world. Of the 1,000,000 charities operating in the United States today, it is estimated that fewer than 50,000 or 5 percent, meet or exceed these standards, and, of those, fewer than 2,000 have been awarded this Seal. **Kids Co. is one.**

Photography Credits:
Kids Co. Staff

Evergreen Children's Association, dba Kids Co., is a 501(c)(3) nonprofit registered in the State of Washington (Tax Id #91-1450148).
