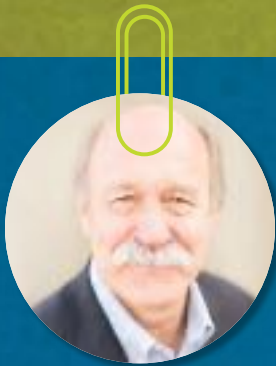




KIDS CO.'S WOMEN LEADERS



⋮ **John Hoverson**
⋮ *Board Chair*
⋮ 2016-present

DEAR FRIENDS,

As Kids Co.'s 2018 fiscal year began, we had to be prepared to respond to significant changes in Seattle that would impact our business. How could nonprofit childcare afford the rising cost of doing business in the Seattle Metropolitan area while still providing quality care? How do we secure our designated space on elementary school campuses? How do we support the Kids Co. Scholarship Fund in order to provide tuition assistance for kids from low-income families?

It would seem the tides of the time were not in our favor. Seattle's minimum wage requirement drastically changed our operating costs. The McCleary Decision mandate to reduce class size to 17 kids in grades kindergarten through 3rd grade meant childcare space was being reappropriated for classrooms. The changes in the IRS tax code related to charitable giving seemed to give less incentive to donate.

These challenges, although on the surface seem like insurmountable obstacles, were met head on with solutions generated by Kids Co.'s leadership. Together they developed creative strategies and made hard choices, but in every decision kept the children in our care as the central focus.

This is why I volunteer at Kids Co., and I am continually impressed and inspired by how professionally it is run and how deftly the leadership adapts to change. I give unfettered credit to the women who lead Kids Co. Their devotion to the kids and their families, and their commitment to sound business practices is core to Kids Co.'s success.

Kids Co. has earned a reputation of high quality at all levels. As you read these pages and learn more about the organization, keep in mind that by donating to Kids Co. you are changing kids' lives in wonderful ways.

Thank you,

“ Play is often talked about as if it were a relief from serious learning. But for children play is serious learning. Play is really the work of childhood. ”

- Fred Rogers, Television Personality

FISCAL YEAR 2018 & 2019

KIDS CO. BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

John Hoverson, Chair
Joe Jornadal, Vice-Chair
Jonathan Siegel, Treasurer
Lauren Offenbecher, Secretary
Susan R. Brown, Ex-Officio

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



.....
Susan Brown
President and CEO
.....
1989-present

“ Leadership is not about titles or the corner office. It’s about the willingness to step up, put yourself out there, and lean into courage. The world is desperate for braver leaders. It’s time for all of us to step up. ”

- **Brené Brown**, Research Professor of Social,
Work University of Houston

DEAR FRIENDS,

In 1989, when I started Kids Co., I never would have imagined that my vision of a small, nonprofit childcare, serving 30 kids would grow into a childcare movement reaching over 1400 kids from all backgrounds throughout Seattle and Mercer Island.

Back then, I was a recent UW School of Communications grad with aspirations of becoming a lawyer. My path changed when I started working in childcare. My passion for the children and their families led me to obtain an Early Childhood Management Certificate from South Seattle Community College (with a couple of accounting classes too) and soon after, I decided to create Kids Co., a nonprofit childcare that never turns a child away due to their families’ ability—or inability—to pay.

As a young woman in my mid-20s, who had never run a business, I stepped into this dream unaware of some of the challenges that are inherent in starting a nonprofit business. What was foremost in my mind was to create a progressive childcare organization that put the kids first in every decision made. I hope this doesn’t sound arrogant but it never dawned on me that every challenge, problem or obstacle that came before us couldn’t be overcome. Frankly, it never crossed my mind that this endeavor was a giant risk and that we might fail. I just knew I had to do it. And I was confident we would succeed.

Thanks to the many experts along the way who gave me sage advice and mentorship, I learned how to start an entrepreneurial venture, run a business successfully, and gained many new skills along the way. Skills in negotiation, building alliances (I’m a born introvert!), adapting to changing rules and regulations, strategic thinking and planning, managing people, business development, and becoming a member of the C-Suite.

All of this took a considerable amount of risk, grit, and perseverance—something that is mostly attributable to men and rarely to women, especially women in childcare.

Throughout our annual report, we’ll be exploring these challenges as well as celebrating the women, and the men, of Kids Co. who make us a leader in childcare. This includes the staff, board, volunteers, friends, and donors. Although our individual relationships to Kids Co. are unique, our joined forces have created a childcare business that is fearless, compassionate, and an advocate for kids in our community.

I’m proud of what we have built together over the past 29 years.

With the warmest of hearts,

WOMEN IN LEADERSHIP: A KIDS CO. STORY

Women are not new to leadership; think of Joan of Arc, Althea Gibson, or Gloria Steinem. Still women are outnumbered by men in the most prestigious positions, from Capitol Hill to the board room.

Kids Co. is a women led, person of color organization.

It was a natural progression for Founder, Susan R. Brown, who, after working in a for-profit childcare, dug in her heels, rolled up her sleeves, and created a place for children where all are welcome—no matter what their family's economic circumstance. The frustration, anger, and sorrow she felt for the families that were turned away from care at her prior employer, who enrolled only families who could pay full-tuition, set the wheels in motion for what is now Kids Co.—a multi-site childcare organization taking care of over 1,400 kids annually and giving up to \$500,000 in tuition-assistance a year to families in need.

Over the past 29 years Susan has hired and mentored strong people, especially women, to work alongside her in creating a high quality childcare organization that always puts the kids' needs above all else. The decisions made are not beholden to a shareholder but to the children who need care while their parents work. It's not babysitting but a structured environment focused on play based learning that helps children develop the necessary skills to prosper in school, participate in community, and some day in the future, get that perfect job.

Kids Co. invests in its staff to ensure they have the appropriate tools to work with kids. This includes training in Positive Behavior Support, Active Shooter, and Undoing Institutional Racism.

The company believes in hiring not only the best staff, but ones of cultural diversity. This is important because our workplaces and schools increasingly consist of various cultural, racial, and ethnic groups. Learning about other cultures helps us understand different perspectives within the world in which we live. In childcare, it also lets the kids have teachers and mentors who bring them new perspectives.

Let's meet two of Kids Co.'s leadership team.

SPOTLIGHT:



Marjean McCraw
Director of Operations



Kristina Ruiz Broyer
Regional Manager

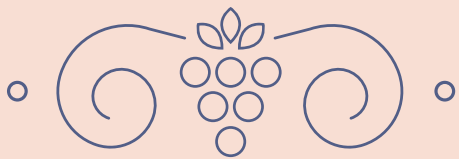
Marjean McCraw started her career in children and youth development at the ripe old age of fourteen as a junior counselor. Marjean continued working in youth development throughout high school and college. There's no doubt that working with kids was a seed that took root in her teens. Marjean's career goals have taken her from junior counselor, to program manager working with middle and high school teens, to Director of Operations at Kids Co. where she oversees the programming at all Kids Co. locations. Marjean plays a pivotal role in Kids Co.'s expansion to new communities as she has opened two brand new programs—Kids Co. at Cedar Park and Kids Co. at Decatur—while also moving Kids Co. at Cascadia to their new school with the addition of a preschool program. Her natural abilities to lead, her entrepreneurial spirit, and her “never give up” attitude are the cornerstone of Marjean's success. All of which are required to navigate the ever-changing childcare licensing rules and the constant space challenges Kids Co. faces within public elementary schools that impact our business. Marjean, being the amazing person that she is, handles every challenge that comes before her with grace and ease.

Kristina Ruiz Broyer's professional career has been in childcare. Kristina is extremely driven, which served her well as she earned promotions that took her from preschool teacher to director to Food Program Administrator III overseeing the Child and Adult Care Food Program (CACFP) across four states. Kristina is a “take action” leader. Soon after she was hired at Kids Co. as a regional manager she developed and implemented a new transportation program for Kids Co.'s summer day camps. Chartering buses and coordinating trips between all of Kids Co. summer programs made it possible for Kids Co. to give kids far more enriching and unique experiences. Kristina is extremely skilled at leading change, which she demonstrated when she totally re-vamped how Kids Co. manages after school clubs at South Shore PreK-8, Cascadia, and Decatur elementary schools while simultaneously expanding after school clubs to Graham Hill, Cedar Park, and Daniel Bagley elementary schools.

With perseverance and grit, Marjean, Kristina, and the 14 program managers they mentor are molding Kids Co. to be a powerhouse childcare that caters to families in the fast paced and changing world we live and work in. Their care and commitment to excellence, combined with business savvy, are leadership traits that will raise Kids Co. to new heights.

THANK YOU!

Marjean, Kristina, Cassy, Vanessa, Jeneane, Miranda, LaFawnda, Courtney, Monica, Gerleza, Sammi, Natalia, and Brittany for showing our kids how to be caring and inspirational women leaders.



\$20,500 | May 3, 2018

AT GRAVITY PAYMENTS

KIDS CO.'S SPRING PREVIEW WINE TASTING AND AUCTION

A fundraising event to support the Kids Co. Scholarship Fund: Tuition assistance so kids from low-income families can attend Kids Co.

Providing tuition-assistance to families, who otherwise could not afford Kids Co.'s care, has been a foundational cornerstone since we opened in 1989. Our Kids Co. Scholarship Fund is:

- good for the parents and guardians so they can go to work or school knowing their kids are in safe care
- is good for business because employees have consistent reliable childcare so they can be focused on their work every day
- most importantly, the Kids Co. Scholarship Fund makes it possible for kids from financially stressed homes to attend a high-quality program that gives them a sense of belonging, provides academic support, makes learning more fun, and lets them play like a kid!



Sammi and Gerleza

SPOTLIGHT:

Gerleza Jackson

Kids Co. at Graham Hill, *Program Manager*

Sammi Manalo

Kids Co. at South Shore, *Program Manager*

The Kids Co. Scholarship Fund is available and used in all 14 of our centers but two of them, Kids Co. at Graham Hill and Kids Co. at South Shore (both in Southeast Seattle) have the greatest need with up to 70% of students gaining access to Kids Co. through our scholarship program.

According to center program managers, Ms. Gerleza and Ms. Sammi, many of their students come from insecure home situations. This could mean separated parents, parents who cannot see their kids at all, kids that are fostered by various family members, or families who are one financial hurdle away from homelessness. It's a long list, and one the program managers and families alike don't dwell on because they know, while the kids are at Kids Co. they are safe, supervised, and having fun. It's the Program Manager and staff's mission to attend to the "whole kid," (an educational approach defined by policies, practices, and relationships that ensure each child, in each center, in each community, is healthy, safe, engaged, supported, and challenged). As the Kid Co. Scholarship Fund provides kids from all walks of life access to care, the staff concentrates on learning experiences that will prepare them for school and life.

This year Kids Co. tried something new — we invited our friends and families to join us on March 3, 2018, for a wine tasting and auction. This was a French-inspired event complete with:

- Live DJ (thank you, DJ Abbie, from KEXP)
- Wine Ring Toss — a kid inspired game where guests tossed rings to hopes of winning a bottle of wine
- Food & wine pairings
- High-end (and delicious) taco bar from The Matador (thank you Chef Charles Dobbins)
- Silent auction — check out our donor list on pages 7-8 to see all the generous people and companies who made it fantastic
- More wine to taste! — all thanks to Precept Wines
- Over 100 guests!
- Loads of fun all in support of the Kids Co. Scholarship Fund!

SPECIAL THANKS TO OUR SPONSORS:

bmcgroup
ACCOUNTS MANAGEMENT

MONKEY FIST
MARINE

EVENT HOST:

gravity
PAYMENTS

CATERING:



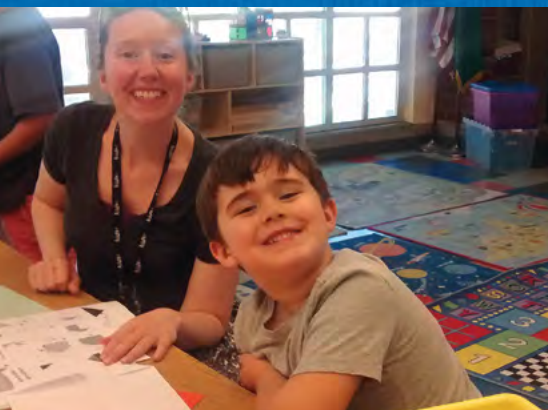
WINE TASTING:

precept wine

ENTERTAINMENT:

DJ Abbie from KEXP

Kids Co. is devoted to cultivating creative, compassionate, and innovative young thinkers. INSPIRE EXPLORATION, our online spring-time fundraiser, was designed to give Kids Co. kids more enrichment opportunities!



SPOTLIGHT

Cassy Wass, Kids Co. at Adams, Program Manager

Kids Co.'s very first center, opening in 1989, is Kids Co. at Adams right on-site at Adams Elementary School. Although deemed a "roll-away" program—one that, instead of having a designated childcare space, literally rolls its program (as in carts on wheels) out of and into the cafeteria every day—Kids Co. at Adams successfully provides a safe and exciting after school-space, serving 46 kids ages 5-12.

Ms. Cassy loves that she has Inspire Exploration funds to use, especially for enhanced programming on early dismissal Wednesdays (when school ends at 2:10 pm) and makes the 75 additional minutes of that day special.

One of Ms. Cassy's students connected so intensely with the music classes that she spoke with the child's mom to get him further involved in music. Now, he's in the school choir!

Ms. Cassy's goal is, "to give kids, regardless of their economic background, the opportunity to have experiences they may not have outside of Kids Co. and to allow them to find new areas of interest that they may want to pursue on their own."

SPECIAL THANKS TO OUR SPONSORS

alphagraphics

BADER
MARTIN
2045 - Business Avenue

KIPP
BAYVIEW
LAW

MCM
MCMC - MCMC
AssuredPartners

Sejin and Jonathan Siegel

★ DAILY INCENTIVE PRIZE DONORS

Ballard Blossom

The Pacific Jazz Institute
and Dimitriou's Jazz Alley

Ivar's

Mary and John Hoverson

Matador

McMenamins

Mezcaleria Oaxaco

MoPOP

Museum of Flight

Pecado Beuno

Poquitos

Rhein Haus

Rocket Taco

Seattle Shakespeare Company

Steven's Pass

Super Bueno

HIGHLIGHTS INCLUDE:

- **Mad Science** –To help students learn about the 3 states of matter and the density of different gases, kids sat in a tight circle around dry ice, trapping the dry ice fog and making a human cauldron.
- **Massive Monkey's Break Dancing** –This was an especially huge hit with the boys! Dance teaches kids endurance, flexibility, coordination, and motor skills while allowing them to practice self-expression.
- **Music Center of the North West** –One week they brought a percussionist to teach percussion with bongos and shakers while they sang an African folk song. Music ignites skills for school readiness including intellectual, social-emotional, motor, language and overall literacy.

**WE RAISED
\$26,130**



INSPIRE EXPLORATION



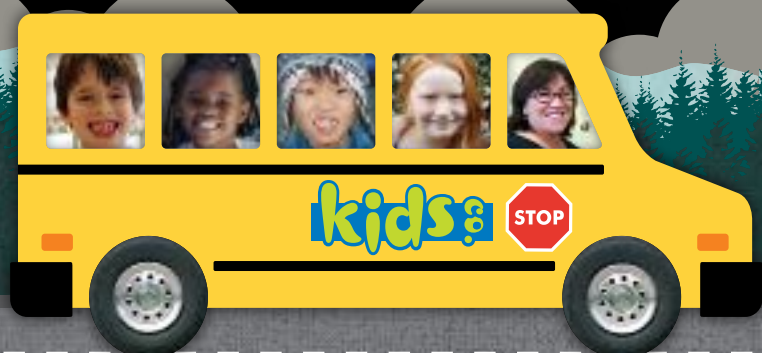
A 5-day online fundraiser
to support Kids Co.'s
enrichment programs

MARCH 14–18, 2018

GET ON THE BUS

A 3-day on-line fundraiser so Kids Co. can have Field Trip Buses!

AUGUST
15–17
2018



WE RAISED
\$2,800

One of the key features of Kids Co. summer day camps are the field trips

we take to lots of different locations and experiences in the Greater Seattle Area. Building upon the activities and offerings at the Kids Co. centers, we take our kids out to experience the things they are learning about in the real world. Hotspots in the Puget Sound region for field trips include a Seattle Mariners Game in SODO, the Kangaroo Zoo in Arlington, or visiting the Museum of Glass at Seattle Center (and then jumping in the International Fountain). Our kids love field trips. The one thing that makes it all possible—safe and reliable transportation!

Although Metro is an inexpensive alternative (and a great learning experience for the kids) city buses often can't accommodate 30+ kids, aren't on the same schedule as the activity, the closest stop is blocks away, and it isn't the safest way to travel with kids. Chartered buses are the answer, but they don't come cheap! The cost to charter one bus for the summer is \$16,000, and for a nonprofit childcare, a big bite out of a tight budget. Our answer—a fundraiser specially designed to underwrite the bus rental and **Get On The Bus** was born—*Mission: Field Trip Wheels!*

Kids Co. at Cascadia, in the Northgate neighborhood, takes full advantage of our chartered bus. Read on to hear what the program leader has to say about secured transportation.

★ DAILY INCENTIVE PRIZE DONORS:

Argosy Cruises, Chipotle, and the Seattle Storm

SPOTLIGHT



Vanessa Kitchner
Kids Co. at Cascadia
Program Manager

"Chartered buses are great for a number of reasons! One of the best things is that we are able to travel further and explore more of the Puget Sound area, as opposed to just being confined to certain areas of Seattle. It also allows us to change up our field trips more regularly so we don't feel like we are doing the same thing every summer or school break. It is also fun to be able to ride the bus with other Kids Co. sites and make new friends!"

During the summer camps of 2018 Ms. Vanessa was instrumental in organizing both a Field Day at Woodland Park—a day of fun and outdoor games for all 8 of our summer day camps, and a Penny Carnival at Kids Co. at Cascadia—a twist on the old-school carnival where campers could win fun prizes by playing games for a penny!

Both of these multi-camp events would not have been possible without chartered buses and the support of **Get On The Bus** funds!

SIMPLY PUT,

if it wasn't for Kids Co.'s faithful supporters, we wouldn't exist as we know it. The businesses, foundations & organizations, and individuals mentioned at right allowed us to enhance our programs, charter field trip buses, and (most importantly) provide tuition assistance to 147 kids from low-income homes.

THANK YOU!



Super Fun!

BUSINESSES

AlphaGraphics
Bader Martin, PS
Dorsey & Whitney, LLP
F5 Networks
Gravity Payments
HomeStreet Bank
Karp Business Law
MCM Financial
Monkey Fist Marine
NVP Realty
Precept Wine
UBS Financial Services
Umpqua Bank

FOUNDATIONS & ORGANIZATIONS

AmazonSmile Foundation
America's Best Local Charities
Benevity
The Dorsey & Whitney Foundation
Jewish Federation of Greater Seattle
League of Education Voters
Moccasin Lake Foundation
Network for Good
Nordstrom Charitable Giving
PayPal Giving
Quota International of Kent Valley
School's Out Washington
The Seattle Foundation
Tulalip Tribes Charitable Fund
United Way of King County
US Charitable Gift Trust
Walt Disney Company Foundation
Windermere Foundation

INDIVIDUALS

Amy Abramski and Owen Hay
Edgar Acevedo
Ilene Adler
Damon Agnos
Amanda Allen and Eric Rucker
Ashley Allen
Erwin Analau
Anonymous (19)
Jon Archer
Christian Arnold
Amy Baernstein and Melanie Tratnik
Amanda Bakke
Mark Balter O.D.
Cristina Barbieri
Colleen and Scott Barneson
Candace and Nigel Barron
Samantha and Jeremy Barth
Eric Bartlett
Christy Bates
Nikki Bautista
Maria and Jan Beck
Sherrie Belt-Hart and Darius Hart
Megan Benner and Zubin Vasavada
Jeffrey Bentley
Lindsay and Dalton Bergan
Hannah and Gabriel Berson
Shilpi Bihari and Paritosh Desiraju
Natasja Billiau and Philip Breesch
My Linh Boi
Joan and Mike Bonnell
Esther Booker
Alice Bossart
Shanda Boyett and Christopher Bonnstetter
Bobbe and Jon Bridge
Janis Bridge
Kathy Bright
Irene and Ken Broman
Lauren Brooks
Diana and Rowland Brown
Susan and Jim Brown
Uyen-Vi Bui and Truc Trung Nguyen
Karla Bunnell
Nicole Burnett
Maria Busch and Kevin Urdahl
Diana Carey
Lind Carr
Melodie and Richard Castillo
Cherry Cayabyab and Ian Dapiaoen
Jean Chaback
Harini Chakravarthy and Srivathsan Varadarajan
Sapna Cheryan and Giridhar Shivaram
Doug Chidgey
Sung Eun Choi and Jin Ki Lee
Adreienne and Jeremy Clem
Jolenta Coleman and James Bush
Sandra and Gardner Congdon
Elizabeth Corbett
Sarah Cox and Aaron Orheim
Charlotte and Brian Crockford
Catherine Crowe
Donald Crump
Sally Darby and Michael Sheffield
Suzie Darst
Char Davies
Zachary Davison
Kelly Dayan
Purnima Dhavan
Austin Dickman
Elinor Dofredo
Jennifer Donahue and Sarah Howell
Elizabeth and Matthew Donohoe
Nicole Dowding
Mindy and Michael Droke
Monica Drummey
Teresita Duggins
Caitlin and Nick Echelbarger
Alison and Matthew Ehrlicman
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Mimi and Todd Fairchild
Tinamarie Feil
Margaret Fleet and Brian Palen
Marina and Lorcan French
Amanda and Geoff Froh
Lyndsey and Kamal Garg
Misun and Chris Gerrick
Margaret Glowacki
Veronika Glukhova and Doug Seitz
Geoff Godfrey
Benjamin Greenberg
Shidan and Scott Greene
Wendy Gross
Mollie and Joel Grow
Kelli Gustaf and Toby Jensen
Daphne and Yuji Hakuno
Malia and Phil Hardin
Samuel Harrell
Lisa Hayward and Sean Watts

Jason Hein
 Sarah Hein
 Haley Hemingway
 Kim and Jon Hemingway
 Ralph Hemingway
 Stacy Hemingway
 Joanne Hepburn
 Juliana Hillenbrand
 Rachael and Andrew Hitchcock
 Anne Ho and Gilles Perrenoud
 Jeannette Hodapp
 Philip Hodapp
 Arlene and Bradford Holtan
 Nancy and Hoover Hopkins
 Walt Hossfeld
 Lori and Robert Hout
 Mary and John Hoverson
 Evelyn Hsu and Matt Kronman
 Jamie Hui and Brenton Ward
 Walter Impert
 Holly Janes and Igor Shochetman
 Brian Janura
 Suman Jayadev and William Berrington
 Shumei Jiang and Long Zhang
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 Katrina and Taylor Johnson
 Ria Johnston and Marc Bissell
 Amy and Dwight Jones
 Joseph Jornadal
 Susan and John Kaiser
 Masy Kazemian and Bruce Hunter
 Julie and Rod Keefe
 Holly and Mark Kelly
 Jeanne and Scott Kesapradist
 Karey Kessler and Marc Cohen
 Elizabeth Kicey
 Shinae Kim and Joel Nava
 Katherine Kirby
 Vanessa Kitchner and Adam Foote
 Patricia Kiyono
 Kelsey Knowles
 Jessica Kolta and Sebastian Mikolajczak
 Jeneane and Clint Kruchoski
 Kimberly Kwock
 Dana Langworthy
 Anh Lao and Chad Carver
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 Darrel Larsen
 Clarice and Michael Larson
 Elizabeth and Eric Laughlin
 Cathy Leap
 PJ Leary
 Jamilya and Keith Leitch
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 Mary Lessig and Spence Harris
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 Stephanie L'Paul and Justin Paul
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 Douang Nonthaveth
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 Mari and Peter Offenbecher
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 Shashi Pahuja and Pod Sumeet K. Behl
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 Megan Pedersen and Chris Anderson
 Jennifer and Matthew Percy
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 Allison Rabbitt and Nicholas Dorman
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 Tamara Schuller
 Kathryn and Collin Scott
 Suzanne and Michael Selhorn
 Taunya and Frans Sell
 Jena and Scott Shapiro
 Tracey Shearer
 Skylar Sherwood and Brian Eskridge

Lissa and Morgan Shook
 Nancy Shore and Jewell Rutledge
 Jessica Shuben
 Sejin and Jonathan Siegel
 Rosanna Sim and Isham Reavis
 Ryan Simmons and Robert Newman
 Karly and Kevin Skillestad
 Fred R. Smith
 Judy Smith and Thomas Glans
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 Jeffrey Spencer
 Leeann and Douglas Steding
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 Aster Teferi
 Devon Thagard
 See Wan Tham and Raman Arora
 Gary Thomas
 Traci Timmons and Paul Herrin
 Carrie Todd
 Amanda Trainum
 Lynn Tripoli Young
 Danielle Troy
 Janice Tsai and Richard Sharp
 Monica Turnbaugh
 Melanie Van Gelder
 Christine VanBuskirk
 Munkhtuya Vandan
 Francesca and Timmy Vasquez
 Anna Victoria and Mike Gholson
 Claire and Michael Vitolo
 Queenie Vong and Wai-Hang Leung
 Amy Wales and Erik Pearson
 Lyndie Walls
 Pamela and Kenneth Ward
 Joan and James Watt
 Junko Westling
 LaFawnda Williams
 Cynthia and Bart Wilson
 Joshua Yockey
 Mina Yoo and Mark Whitmore
 Jenny Yoo
 Dana Youlin and Robert Culp
 Michelle Zeasman and Chris Gibbon
 Jenni Zhang and David Chen

IN KIND GIFTS

Anonymous
 Argosy Cruises
 Associated Energy Systems
 Amanda Bakke
 Ballard Blossom
 Beecher's Handmade Cheese
 Ben Bridge Jewelers
 Jeffrey Bentley
 Bootyland Kids
 Susan and Jim Brown
 Kristina Broyer

Caffe Ladro
 Card Kingdom Head Quarters
 Cash & Carry #559
 Cash & Carry #562
 Doug Chidgey
 Chipotle Mexican Grill
 Sharon and Ken Clay
 Columbia Tower Club
 Costco Wholesale-Issaquah
 Costco Wholesale-Kirkland
 Costco Wholesale-Woodinville
 Catherine Crowe
 ETG Coffee
 Ethan Stowell Restaurants
 Farm & Larder
 Gravity Payments
 Mary and John Hoverson
 iFLY
 Ivar's
 Joseph Jornadal
 KAVU
 Christina Larsen and Shawn Larsen-Bright
 Massaggio Galore
 McMenamins
 MoPOP
 Museum of Flight
 Lauren and Cooper Offenbecher
 OpperMelang Restaurants
 Pacific Jazz Institute and Dimitriou's Jazz Alley
 Paint the Town
 Pecado Bueno
 The Pizza Coop & Ale House
 Pogo Rides
 Poquitos
 Porkchop & Co.
 Precept Wine
 Re-Play
 Retroactive Kids
 Rhein Haus
 Christina Rock
 Rocket Taco
 Rocksbox
 Salt Blade
 Seattle Children's Theatre
 Seattle Mariners
 Seattle POPs
 Seattle Repertory Theatre
 Seattle Seahawks
 Seattle Shakespeare Company
 Seattle Storm
 Simply Real Health
 Space Needle LLC
 Sparkling Ice / Talking Rain
 Stevens Pass Mountain Resort
 Stoup Brewing
 Tom Douglas Seattle Kitchen
 Town & Country Markets
 Trader Joe's - Ballard
 Trader Joe's - Queen Anne
 Janice Tsai and Richard Sharp
 Two Doors Down
 Two Men And A Truck
 Uwajimaya, Inc.
 Vinum Importing
 Vision Service Plan
 LaFawnda Williams
 Cynthia and Bart Wilson

ASSETS

STATEMENT OF FINANCIAL POSITION

August 31, 2018

Current Assets:

Cash and Cash Equivalents	\$829,768
Accounts Receivable, Net	47,958
Prepaid Expenses	58,110
Total Current Assets	935,836
Property and Equipment, Net	51,057
Total Current Assets	\$986,893

LIABILITIES AND NET ASSETS

Current Liabilities:

Accounts Payable	\$65,082
Accrued Salaries and Payroll Taxes	129,881
Compensated Absences	144,266
Refundable Deposits	59,600
Unearned Program Fees	28,495
Lease Incentive, Current Portion	790
Total Current Liabilities	428,114
Lease Incentive, Less Current Portion	2,634
Total Liabilities	430,748
Unrestricted Net Assets	556,145
Total Liability & Net Assets	\$986,893

STATEMENTS OF ACTIVITIES

August 31, 2018

Revenue and Support:

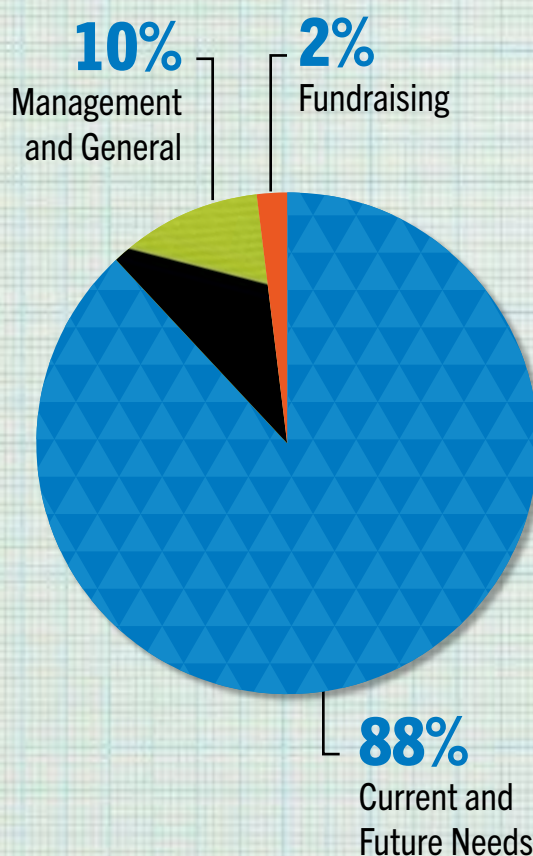
Program Service Fees, Net	\$3,861,334
In-Kind Contributions	163,428
Contributions	119,800
Miscellaneous Revenue	1,793
Investment Income	2,975
Total Revenue and Support	4,149,330

Expenses:

Program Services	3,676,927
Management and General	434,167
Fundraising	93,547
Total Expenses	4,204,641
Change in Unrestricted Net Assets	(55,311)
Unrestricted Net Assets, Beginning of Year	611,456
Unrestricted Net Assets, End of Year	\$556,145



ALLOCATION OF FUNDS RECEIVED FOR FISCAL YEAR 2018





Patrick Russell, Doug Chidgey, and Edgar Acevedo (not pictured, Adam Foote)

Although our annual report focuses on the women in leadership at Kids Co., we would be remiss if we didn't give a "shout out" to the dynamic and talented men on the leadership team. Men in childcare is rare, period. At Kids Co., we specifically seek out male talent so that Kids Co. presents a well-rounded, diverse work force to our kids. Admittedly, some on our team felt it a little unfair to focus so highly on the women leaders at Kids Co. but as Doug Chidgey, Regional Manager, so aptly put it, "It might not be a rarity in our field to find women in leadership but with so few women managers, directors, and CEOs in companies across all industries, I can step back and worry about my gender equity when theirs [women's] finally arrives."





OUR CENTERS



KIDS CO. CENTER LOCATIONS

Kids Co. at **Adams**, Ballard (inc. 1989)

Kids Co. at **Cascadia**, Northgate (inc. 2012)

Kids Co. at **Cedar Park**, Lake City (inc. 2018)

Kids Co. at **Decatur**, Wedgwood (inc. 2018)

Kids Co. at **Graham Hill**, Seward Park (inc. 1991)

Kids Co. at **Island Park**, Mercer Island (inc. 1995)

Kids Co. at **John Hay**, Queen Anne (inc. 1990)

Kids Co. at **Lakeridge**, Mercer Island (inc. 1995)

Kids Co. at **McDonald**, Greenlake (inc. 2010)

Kids Co. at **Northwood**, Mercer Island (inc. 2016)

Kids Co. at **Queen Anne**, Queen Anne (inc. 2011)

Kids Co. at **South Shore**, Rainier Beach (inc. 2002)

Kids Co. at **TOPS**, Capitol Hill/Eastlake (inc. 1991)

Kids Co. at **West Mercer**, Mercer Island (inc. 2014)

KIDS CO.

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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.**

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Kids Co. Staff

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