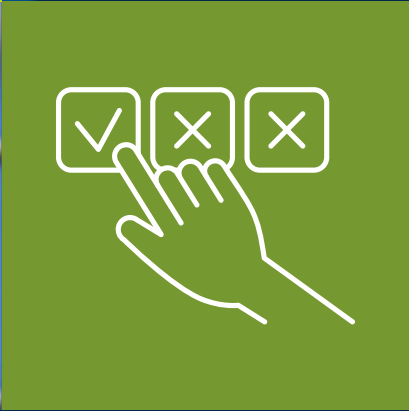


# COMMITMENT

2021 ANNUAL REPORT





## OUR MISSION

Our mission is to provide and advocate for affordable quality childcare that enriches and nurtures all children, supporting their success in school and in life.



## OUR VISION

All children have access to quality care and education. No family is turned away due to inability to pay.



## OUR VALUES

- ✓ Take care of our staff
- ✓ A leader in advancing best practices
- ✓ Serve more communities and ages
- ✓ Have fun
- ✓ Kids come first
- ✓ We are inclusive
- ✓ We have a culture of philanthropy
- ✓ Professionalism

## 2021 EMPLOYEE ROSTER

|                  |                     |                      |                    |                          |
|------------------|---------------------|----------------------|--------------------|--------------------------|
| Molly Adams      | Gerleza Chancie     | Sarah Gilwit         | Safia Mohamed      | Patrick Russell          |
| David Aisenberg  | Pak Cheung          | Donna Guna           | Jan Nann           | Jennifer Ryan            |
| Ali Al-Mishinawi | Catherine Crowe     | Mia Harvey           | Rory Nascimento    | Sid Andrew Santiano      |
| Emily Alger      | Alexis Cura         | Darry IHenry         | Loan Nguyen        | Michael Scheinine        |
| Natasha Atmadja  | June Cutler         | Erik Hernandez Reyes | Odalys Nuno-Macias | Jamie everson            |
| Jordan Ayers     | Davonne Davis       | Naomi Hughes         | Keller O'Malley    | Brittany Smathers-Nelson |
| Amanda Bakke     | Maxwell Devine      | Austin Kain          | Nehemiah Parker    | Meadow Swanson           |
| Marc Barragan    | Lily Dowell         | Alexandra Keers      | Deepa Patel        | Kitongo Ulwenya          |
| Esther Booker    | Michaela Downer     | Vanessa Kitchner     | Mitixa Patel       | Ekaterina Watson         |
| Lauren Bridges   | Monica Drummey      | Katie Kraskouskas    | Andrew Pekar       | Courtney Welsh           |
| Susan Brown      | Joseph Dumars       | Jon Luksetich        | Sydney Powell      | LaFawnda Williams        |
| Kristina Broyer  | Katherine Emerson   | Maija Margonelli     | Katelyn Rafanan    | Jacob Zweschi            |
| Curtis Buckallew | Dani Finch          | Elizabeth McCallum   | Kellen Reeder      |                          |
| Milah Burnett    | Adam Foote          | Marjean Mccraw       | Robert Rivera      |                          |
| Richard Burris   | Leah Garcia-Navarro | Brenna Mcginnis      | Julia Robinson     |                          |
| Ryan Carr        | Seila Garibay       | Sara Metcalfe        | Natalia Rodriguez  |                          |





**Susan Brown**  
*President and CEO*  
1989–present



**Joe Jornadal**  
*Board Chairman*  
2020–present

## FISCAL YEARS 2021 & 2022 BOARD ROSTER

### EXECUTIVE COMMITTEE

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

Jenna Bevilacqua  
John Hoverson  
Katrina Johnson  
Jessica Kolta  
Shawn Larsen-Bright  
Katy McNaughton

\*<https://tcf.org/content/report/how-covid-19-sent-womens-workforce-progress-backward-congress-64-5-billion-mistake/?session=1>

## DEAR FRIENDS,

The COVID 19 pandemic brought new challenges, but it also gave us the opportunity to reaffirm our commitment – to our kids, to our families, to our staff and board, to our donors, and to our communities.

Cambridge Dictionary defines commitment as “a promise or firm decision to do something.” When Kids Co. started more than 30 years ago, we made a promise to provide high-quality and affordable child care to the families and communities that need it the most. Since opening our doors, we have served thousands of kids from all different backgrounds, and we made a firm decision to never turn a child away due to their family’s inability to pay.

Child care is an essential service in these times when the majority of parents must work to support their families. School hours do not align with work hours, and many families struggle to cover care during school breaks. In the words of one of our Kids Co. parents, “it helps us bridge the gap between the end of school and the workday.” Children need a safe and supportive place where they can continue to learn, grow, and have fun while their families are working.

Reliable child care is also essential for our economy because it allows working and student families, especially women, to participate in the workforce. As one Kids Co. parent said, “safe and accessible child care is necessary for us to both be able to work.” Reliable daycare expands the workforce and provides businesses with more dedicated employees, who are less likely to miss work or leave their jobs due to family obligations.

Kids Co. is not just a place for kids to be during work hours, though. As part of our commitment to our kids and families, we incorporate high-quality programming that keeps kids engaged and expands learning opportunities. We choose activities that reinforce and expand on concepts learned in the classroom, provide physical activity, and support social and emotional learning (see page 2 to learn more about social and emotional learning (SEL)).

The COVID-19 pandemic hit the child care sector hard. Many centers shut their doors, and families were left scrambling. Many had to make the impossible choice between working to provide for their families

and staying home to care for their kids. Over 1 million employees left the workforce in September of 2020 and about 85 percent of them were women.\*

After providing emergency care at the end of the 2019-2020 school year, we saw how important our services were for families during the pandemic. We knew we needed to continue this support for the 2020-2021 school year. So, when Seattle Public Schools announced they would be shutting down and implementing virtual learning, we worked with the schools to provide full time care for those families that needed it most.

In addition to our regular high-quality programming, we also offered virtual learning support to the kids at our centers, ensuring they were attending class meetings and helping them to complete assignments. It was a challenging transition, but thanks to the commitment of our staff (see pages 5–6 to learn more about our dedicated Program Directors), and our partnerships with teachers and families, we were able to support families during this critical time.

As you explore the stories in this year’s report, we invite you to understand our challenges, but also to share in our successes. It is through the commitment and support of the entire Kids Co. community—board, staff, families, donors, and friends—that we were able to not only survive the first full year of the pandemic, but to continue to learn and grow. Thank you all for your continued support!

With the warmest of hearts,

Susan R. Brown

Joe Jornadal

# SOCIAL AND EMOTIONAL LEARNING (SEL)



We all know the “3 R’s”, reading, writing, and arithmetic. They are taught in classrooms around the world. These subjects are vitally important, but they are not the full picture. Just as foundational, are the skills that kids need to interact with the world—how to understand and manage their emotions, how to interact with their peers and others appropriately and with empathy, how to take responsibility for themselves and their actions, and how to overcome challenges. Just like the 3 R’s, these social and emotional skills must be taught, modeled, and practiced.

## What Is SEL?

SEL is a broad term used to describe the development of skills related to emotion management, empathy, teamwork, responsibility, initiative, and problem solving.

**Emotion Management** means being able to handle those big feelings and emotions, both positive and challenging. This includes naming and validating these emotions, and being able to understand and respond to them appropriately.

**Empathy** means being able to see things from others’ perspectives, to actively listen without judgment, and to understand how different values, opportunities, and challenges shape ourselves and others.

**Teamwork** means being able to work together with others in a constructive way and to coordinate actions towards shared goals.

**Responsibility** means being able to meet commitments and fulfill obligations of challenging roles.

**Initiative** means being able to take action, keep motivated, and persist through challenges when working towards a set goal.

**Problem solving** means being able to plan, strategize, and complete complex tasks, often related to a challenge.

## Why is SEL Important?

Social and emotional learning is critically important to children’s overall wellbeing, as well as their ability to learn more traditional classroom subjects. When children (and adults) have the skills outlined above, they are able to manage themselves and interact in a positive and effective way with their peers and others. Kids who participate in SEL programs in aftercare settings have more positive self-perceptions, are more

connected to their schools, get better grades, demonstrate more positive social behaviors, and exhibit far fewer problem behaviors.\*

## How Does SEL Promote Equity & Inclusion?

SEL programs focus on building safe and trusting relationships among students, teachers, care providers, and communities, which promotes open dialogues and a sense of belonging. Good social and emotional skills help students understand differences and recognize how our experiences shape who we are, promoting empathy and understanding. This creates a safe space for all kids and helps them to understand, express, and manage their own emotions. This is especially important for students from oppressed groups.

## What does SEL at Kids Co. look like?

When planning activities, staff intentionally include opportunities for the kids to develop their social and emotional skills. They also look for opportunities to help kids apply these skills when situations arise. One Kids Co. parent remembers, “When [my son] was struggling with making good choices, [Kids Co. staff] worked with him to help him responsibly take ownership of his actions and repair relationships with the other kids.” Here are some other examples of social and emotional learning at Kids Co.:

“Educating the mind without educating the heart is no education at all.” -Aristotle

**For Emotion Management** staff will talk with kids on their level if they are having a hard time. They ask open-ended questions and provide an “alone zone” if a child needs time to decompress.

**For Empathy** staff will ask questions of the kids around specific topics or interest areas that they are learning about in school. They explore how an activity they are doing at Kids Co. is similar or different and why it may be important to learn about those different areas and topics.

**For Teamwork** the kids at Decatur worked together to build a box city. Together they establish rules for their city and then work in small groups to build different neighborhoods. In the end, they work as a whole group to bring the different neighborhoods together and agree on how they will interact and use the spaces they’ve created.

**For Responsibility** kids sign up for different jobs, roles, or responsibilities at their centers and then hold themselves and each other accountable. For example, whoever is responsible for the ball cart must check that all balls have been returned at the end of a play session.

**For Initiative** kids are given individual projects and the independence to work through obstacles or challenges on their own. For example, when kids design a new game, they often have to make modifications when something does not work as intended. If they run out of time for a day’s activity they can also take the initiative to go back to it the next day without prompting.

**For Problem Solving** kids will be given limited supplies and a challenge to create something from those supplies. To illustrate this for example, staff challenged the kids to make a bridge that could hold a slightly heavy object using only Popsicle sticks, cardboard strips, painters tape, and paper.

\*Durlak JA, Weissberg RP, Pachan M. A meta-analysis of after-school programs that seek to promote personal and social skills in children and adolescents. *Am J Community Psychol.* 2010 Jun;45(3-4):294-309. doi: 10.1007/s10464-010-9300-6. PMID: 20300825.



## Our **COMMITMENT** to Our Families

We provided full time care with virtual learning support, so that families could continue to work during school shutdowns.

Not every job can be done remotely. The essential workers in our communities still had to show up every day to make sure our communities were safe and healthy, and that we still had access to the items and services we depend on. Many of the kids we served throughout the year are the children of essential workers.

There are also many jobs that require too much time or attention to allow families to also provide support to their kids in virtual learning. This is especially challenging for multi-child households and those with younger kids. As one Kids Co. parent said, "It was impossible to work full-time from home while also supervising school for three young kids. I nearly lost my mind during those first three months of quarantine."

When schools once again shut down due to the COVID-19 pandemic in fall of 2020, we knew we had to keep our commitment to serve our kids and communities. We worked with the schools and our families to open a limited number of centers for full time care with virtual learning support. This was a major pivot for Kids Co. but we knew how important it was for our families and our communities.



## Our **COMMITMENT** to Health & Safety

We have never had a major COVID-19 outbreak in our centers and we never had to close a center due to COVID-19 cases.

To keep our kids and staff safe, we followed the recommendations of the CDC and local guidelines and monitored local case rates. We required all of our staff to be vaccinated against COVID-19, and all kids and staff needed to wear masks. We met families outside the building for pick-up and drop-off, and performed daily health checks on kids and staff. We reduced enrollment and managed interactions to allow for six feet of social distancing.

We temporarily removed shared toys and games from the classrooms, and Mox Boardinghouse generously donated individual Kids Kits, which included toys and games that each kid could use, as well as art supplies and other goodies. We implemented extra cleaning protocols, and introduced new games and activities that could accommodate distancing.

Because of these efforts, we were able to remain open throughout the school year. We never had to close our schools due to COVID-19 cases and we never had a major COVID-19 outbreak. Our kids continued to learn and grow in a safe environment, and our families could rely on consistent and reliable childcare.





## Our COMMITMENT to Learning

“I just wish I was a kid so that I could attend!”

—A Kids Co. family member

Kids Co. has always been a place for kids to learn and grow. As Gerleza Jackson, Program Director at Kids Co. at Graham Hill puts it, the kids are “curious, innocent, and loveable. . .They are soaking everything up”. That’s why we plan fun and engaging activities to help our kids explore math, science, history, art, and more.

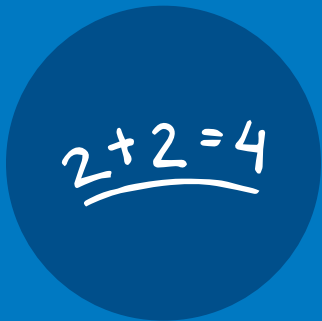
At Kids Co., activity planning always starts with the “why”. What is the intention of the activity? What do we hope the kids will learn or practice? For example, kids decorated sturdy paper plates and then ran through a disc golf course set up by staff. The kids had the opportunity to develop gross motor skills, while also using problem-solving skills to maneuver around obstacles.

When staff are introducing a new activity, they ask open-ended questions to help kids think about what they will be learning. Sink or Float is an activity that explores the idea of density and why some objects sink in water while others float. Before starting, the kids are asked to predict which objects will sink and which will float. Staff also encourage students to think about why they think an item will sink or float.

After an activity, staff ask kids about what they learned and what they did or did not enjoy about the activity. After designing and trying out different tabletop games, kids are asked what worked well in the other games they tried, and what they learned that they could apply to their own game. This feedback helps reinforce learning and also helps us plan future activities that kids will enjoy.

This year of virtual school brought a new type of learning to Kids Co. In addition to all of the fun after-school activities that are the hallmark of the Kids Co. experience, full day care during school shutdowns also meant supporting students with their virtual learning. Staff worked closely with teachers and families to ensure the kids were completing assignments and attending their online learning sessions. Things got a little challenging sometimes with so many different school schedules happening in a single center. LaFawnda Williams, Program Director at Kids Co. at McDonald remembers setting 30 different reminders on her phone to help manage the kids’ individual schedules.

Even with all the new challenges, the Kid Co. kids continued to learn, grow, and have fun. Staff got extra creative with planned activities. While some of the activities were easy to adapt to accommodate distancing, some needed a little more thought. For example, Kids Co. kids love tag, so Pool Noodle tag became a new favorite. The long, floppy noodles kept the kids at a distance, while letting them get active and develop those gross motor skills!





# SPOTLIGHT ON OUR PROGRAM DIRECTORS

Our Program Directors were instrumental in making the 2020-2021 School Year a wonderful experience for our kids and families. We owe our success this past year to their commitment, patience, flexibility, and leadership.



**GERLEZA JACKSON**  
*Program Director at Graham Hill*

**At Kids Co. since 2014**

**Describes herself as:**  
Calm, kind-hearted, patient

**Enjoys:**  
Playing kickball and  
Sequence with the kids

**GERLEZA** has been with Kids Co. since 2014. Her favorite part of working at Kids Co. is getting to know the kids. “Every child is unique and brings personality,” she says. They are “curious, innocent, [and] loveable.” The work can be challenging sometimes, she notes, and she has to wear many hats, but she loves the sense of community Kids Co. builds with the families and the community.

The COVID-19 pandemic brought new challenges. Gerleza expressed that the environment of the 2020-2021 school year was very different. Instead of the usual few hours of after school fun, Kids Co. became a virtual classroom, where kids had to focus on academics and complete assignments. “Navigating the different schedules that students had was difficult. Kids in the same grade were on different schedules,” she notes.

Gerleza and her team came up with ways to keep the kids organized and on task. Staff taped individual schedules to tables, set timers, and walked around during school sessions to make sure kids were attending their virtual classes.

With social distancing in place, Gerleza and the other center staff made a special effort to build community. “We [allowed] everyone a voice to express themselves,” she says, “and incorporated culture and home life into the classroom.” Each child had their own wall space to post pictures and drawings. The community feel extended beyond the classroom, and Gerleza’s overall impression of the year was a positive one. She expresses, “with the ever-changing rules and regulations, I loved working as a unit with the kids, parents, [and] teachers to overcome the challenges of COVID together”.

**LAFAWNDA** has been with Kids Co. since 2010. She says she “absolutely loves working with the kids and getting to know the families.” She has been at McDonald from the beginning, so she gets to see the same kids throughout their elementary school experience. She says it is hard when the kids age out, but she often gets to stay connected through younger siblings.

The 2020-2021 school year presented new challenges. LaFawnda says, “It was really tough for the kids to do virtual school. [For] some kids, their learning style was not a good fit.” She says it was especially challenging for the first graders. They never got a chance to really finish Kindergarten and develop all of the important social skills. She says she felt like everyone was in a kind of “grade limbo,” and reminded her staff to treat the kids with grace and understanding.

LaFawnda and the other center staff made sure that the after school hours were still lots

of fun despite social distancing rules. The kids collaborated on a social distancing poster by taking turns decorating and adding their own flair. They enjoyed playing bingo (with paper and markers to limit sharing) and having discussions where all of the kids could get involved and share their thoughts.

Despite the technology challenges and all of the cell phone alarms needed to keep the kids on schedule, LaFawnda prefers to focus on the positive aspects of the year. She enjoyed working more closely with the teachers and getting to know them better. She and her staff were able to make sure the kids were completing assignments and offer more support for their classroom learning. She also says “it really felt good that parents were so appreciative.” There was a kind of culture shock for returning staff and the parents were generous with their words of support.



**LAFAWNDA WILLIAMS**  
*Program Director at McDonald*

**At Kids Co. since 2010**

**Describes herself as:**  
Caring, helpful, loyal

**Enjoys:**  
Box building with the  
kids after a Costco run



# SPOTLIGHT ON OUR PROGRAM DIRECTORS (cont'd)



**Patrick Russell**

*Program Director at Queen Anne*

**At Kids Co. since 2006**

**Describes himself as:**

Creative, witty, a problem solver

**Enjoys:**

Reading and playing board games with the kids

**PATRICK** has been with Kids Co. since 2006. He has enjoyed growing with the organization from just a few sites when he started to more than double that amount. Over the last 16 years, he has seen kids grow into young adults. In fact, one of his early fifth graders now works at a Kids Co. center. While, staffing in child care is always an issue, and “burnout is high,” Patrick notes, watching kids grow is very rewarding.

The 2020-2021 School Year was a challenge. Patrick explains that, because of different school policies, “there were kids from five different schools in one center. Trying to juggle all of those different schedules was a challenge.” Staff spent a lot of time making sure kids were attending class and reminding them to wear their masks. “There was a lot of nagging,” Patrick notes.

Even with the challenges, Patrick and his team kept kids engaged and socializing while

maintaining social distance. Story time was a great opportunity for the kids to all get involved. Patrick would read aloud and ask questions. The kids would make predictions and share experiences related to the story. One of his favorite reads was *Where the Red Fern Grows*. “The kids were bawling,” he says, “but they really enjoyed it.”

The challenges taught Patrick and his staff to be flexible. Sometimes a child missed class due to a technology issue. Staff learned that it was okay, as long as they communicated about it with teachers and parents. “Support staff were amazing,” Patrick says. The kids stepped up too. When some younger children were struggling with math, an older student would help out, demonstrating the process on a whiteboard. It was a great way for the older kids to take initiative and allowed the staff to focus on other kids.

**ADAM** has been with Kids Co. since 2014. He loves watching the kids grow, some from Kindergarten through 5th grade. He also enjoys sharing his passions with the kids and watching them enjoy them too. That is how he started running Dungeons & Dragons (D&D) campaigns with the kids. The kids love it, Adam also supports kids as they plan their own activities. He embraces the challenge, saying, “It requires you to be flexible and problem solve.” He even let kids pie him in the face during a kid-planned carnival day.

When COVID-19 hit, Adam says, “It was like going from wearing many hats to wearing all of the hats.” Staff had to keep up with COVID-19 protocols, while also keeping kids on task, helping with assignments, troubleshooting technology, and managing multiple schedules. “The classes were small, but we still had about eight different schedules,” Adam remembers. Then, after a full day of virtual learning, staff were still providing quality aftercare.

Adam says it was difficult dealing with the kids’ stress related to the uncertainty of the pandemic and the challenge of virtual school. Staff asked themselves, “How do we adapt to make it as normal as possible. How can we make it a community?” The kids needed to express themselves and share their emotions. Lunch became a daily highlight. The kids ate outside together, and Adams says, “Even though they were spread out, they had their masks off. They could talk and laugh and see each other’s emotions. It was almost like a normal lunch.”

Adam appreciates how Kids Co. supported center staff amid all of the uncertainty. The trust placed in the Program Directors allowed for the flexibility to accommodate individual programmatic needs. He says, “Allowing staff to have some agency and creative outlets, when so much of our agency was taken away, was really nice.”



**ADAM FOOTE**

*Program Director at Decatur*

**At Kids Co. since 2014**

**Describes himself as:**

Understanding, flexible, encouraging

**Enjoys:**

Running D&D with the kids





**YOU DID THE RIGHT THING!** By giving to Kids Co. you give to the community as a whole, but most importantly, you are directly benefiting a young person's life. **THANK YOU.**

## BUSINESSES

Advanced Professionals c/o ABD Insurance  
 Amazon  
 Archbright  
 Blackbaud Giving Fund/YourCause  
 BMC Group  
 Boeing Company Gift Match/YourCause  
 Costco Wholesale  
 Costco Wholesale (Issaquah)  
 Fournier Insurance Solutions  
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 Morgan Stanley Gift Fund  
 Mox Boarding House  
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 Postalia  
 Reimagine Toys, SPC  
 Silver Creek Advisory Partners, LLC  
 Windermere Real Estate (Ballard)  
 Windermere Real Estate (Capitol Hill)  
 Windermere Real Estate (Eastlake)  
 Windermere Real Estate (Greenwood)  
 Windermere Real Estate (Madison Park)

## FOUNDATIONS & ORGANIZATIONS

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 501 Commons  
 All In WA  
 AmazonSmile Foundation  
 America's Best Local Charities  
 Benevity

Bill and Melinda Gates Foundation  
 Child Care Resources  
 Dorsey & Whitney Foundation  
 Fred R. Smith Foundation  
 Jewish Federation of Greater Seattle  
 Network for Good  
 PayPal Giving Fund  
 Puget Sound Energy Foundation  
 Quota International of Kent Valley  
 Rotary Club of Magnolia Foundation  
 Russell Grinnell Memorial Trust  
 School's Out Washington  
 The Seattle Foundation  
 Tiny Tots Development Center  
 United Way of King County  
 US Charitable Gift Trust  
 Walt Disney Company Foundation  
 Windermere Foundation

## GOVERNMENT

City of Seattle Department of Education & Early Learning  
 Department of Social and Health Services  
 Office of Superintendent of Public Instruction  
 Washington State Department of Children, Youth, & Families

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 Elham Aiaseh  
 John Aldaya  
 Mary and John Alexander  
 Heather and Matthew Alvarado  
 Madhuri and Karthik Anbalagan  
 Anonymous  
 Sapphira Artra  
 Shilpa Bajpai  
 Amanda Bakke

Barrett and Alex Barnett  
 Antoniette Erica and John Bartsch  
 Sheila Batiste  
 Stephanie and Michael Beers  
 Katherine and Jackson Bennett  
 Bradley and Carla Berg  
 Jenna and Mike Bevilacqua  
 Candice Boley  
 Kellis Borek  
 Alice Bossart  
 Shanda Boyett  
 Ashley Breier  
 Janis Bridge  
 Bobbe and Jonathan Bridge  
 Irene and Ken Broman  
 Midori Brown  
 Susan and Jim Brown  
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 Karla Bunnell  
 Jennifer Cain  
 Aysepul and Omer Cansizoply  
 Diana Carey  
 Greta Carey  
 Lind Carr  
 Laura Catarinean  
 Seonaid and Marc Chappell  
 Yen-An Chen  
 Doug Chidgey  
 Nancy and Henry Chou  
 Adrienne and Jeremy Clem  
 Kerston and Wesley Cole  
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 Katie Cryan Leary  
 Timothy Cunningham  
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 Laura and Steve Day  
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 Rachel Drake  
 Daniel Duterte  
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 Claudia and Ian Goodhew  
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 Angela Griffin  
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 Daphne and Yuji Hakuno  
 Lorie Hamiwa  
 Michael Hansen  
 Sonja and Brandon Hardenbrook  
 Swati and Sudhir Hasbe  
 Melinda and Aaron Hawkins  
 Laura Haynes  
 Jennifer Heim  
 Sarah and Jason Hein  
 Haley and Spencer Heit

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Annika and Christoph Hofstetter  
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Ria Johnston  
Amy and Dwight Jones  
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Jihee Kim  
Susan Kim  
Erin and Jonathan King  
Kelsey Knowles  
Junko and Lars Knudson  
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Audrey and Geoff Koza  
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Elisabeth Loux  
Julie and Sean Love  
Minkyung and Marco Lowe  
Chong Chan Lyu  
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Angeline and Aaron McDaniel

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Katy McNaughton  
Emily McNaughton  
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Rumei and Arun Mistry  
Elizabeth and David Molamphy  
Sylvia Mollerstrom  
Sarah and Jason Morgan  
Kristi Morgansen Hill  
Iva Naffziger  
Anthony Navarro  
Lis Nelis  
Christina Nelson  
Kim and Josh Nicholson  
Nikki and Michael Norvell  
Kristi and Garth O'Brien  
Lauren and Cooper Offenbecher  
Mari and Peter Offenbecher  
Carrie and Matthew Parris  
Julie Penezic  
Adrienne and Scott Peterson  
Hallie Phillips  
Donna and Kenny Pittman  
Stephanie and Joel Pitts  
Cynthia and Brian Powell  
Christina and Dave Quekett  
Kathleen Rankin  
David Ray  
Karen Reed  
Rory Reich  
Jackie Reinen  
Qignchun Ren  
Eli Rising  
Shannon Robinson  
Gemma Rodenas  
Melissa and Norbert Rojsza  
Lyla Ross  
Jainene Ruttner  
Anna-Karin Salander  
Elizabeth Schanno  
Jennica Sherwood  
Lissa and Morgan Shook  
Scott Shultz  
William Siefferman  
Sejin and Jonathan Siegel  
Dawn Simmons  
Nancy Smith  
Elizabeth Solursh  
Jane and Jay Spencer  
LeeAnn and Douglas Steding

Teresa and Aaron Stern  
Shannon and John Stokke  
Anita and Fredrick Stull  
Kristin and Kyle Sugamele  
Theodore Swinyar  
Shokofeh Tabaraie  
Cristina Tautu  
Megan and Adam Teepe  
See Wan Tham  
Meiko Thompson  
Matthew Titelbaum  
Christine and Tom VanBuskirk  
Arron Vanwormer  
Paulina Varshavskaya  
Katia and Matt Watson  
Tahmina and Thomas Watson  
Rebecca and Chris Weber  
Shanqiw Wei  
Deana and Guillaume Wiatr  
Janet Wickersheim  
Rachel Wilhelm  
LaFawnda Williams  
Summer Wilson  
Naomi Woodrum  
Mengqi Wu  
Mei Ling Wu  
Joann Xing  
Wendy and Jerry Yang  
Betty Yee  
Joshua Yockey  
Eva Young  
Eun Young Choe  
Leona Zamora  
Sarah and Eri cZenz  
Yu Zhang  
Angela Zhou  
Mariya and Brian Zorotovich



# ASSETS

## STATEMENT OF FINANCIAL POSITION

August 31, 2021

### CURRENT ASSETS:

|  |                    |
|--|--------------------|
| Cash and Cash Equivalents                      | \$2,947,195        |
| Accounts Receivable, Net                       | -                  |
| Contributions Receivable                       | 6,000              |
| Prepaid Expenses & Deposits                    | 39,091             |
| <b>Total Current Assets</b>                    | <b>2,992,286</b>   |
| Contributions Receivable, Less Current Portion | 12,000             |
| Property and Equipment, Net                    | 14,808             |
| <b>Total Current Assets</b>                    | <b>\$3,019,094</b> |

### LIABILITIES AND NET ASSETS

#### CURRENT LIABILITIES:

|   |                    |
|---|--------------------|
| Accounts Payable                        | \$47,289           |
| Accrued Salaries and Payroll Taxes      | 56,181             |
| Compensated Absences                    | 122,689            |
| Refundable Deposits                     | 30,065             |
| Unearned Program Fees                   | 34,450             |
| Paycheck Protection Program Loan        | -                  |
| Lease Incentive, Current Portion        | 790                |
| <b>Total Current Liabilities</b>        | <b>291,464</b>     |
| Lease Incentive, Less Current Portion   | 263                |
| <b>Total Liabilities</b>                | <b>291,727</b>     |
| Unrestricted Net Assets                 | 2,727,367          |
| <b>Total Liability &amp; Net Assets</b> | <b>\$3,019,094</b> |

### STATEMENTS OF ACTIVITIES

#### REVENUE AND SUPPORT:

|  |                  |
|--|------------------|
| Program Service Fees, Net                    | \$1,042,932      |
| In-Kind Contributions                        | 1,231,251        |
| Paycheck Protection Program Loan Forgiveness | 922,895          |
| Contributions                                | 229,824          |
| Miscellaneous Revenue                        | 21,649           |
| Interest Income                              | 1,789            |
| <b>Total Revenue and Support</b>             | <b>3,450,340</b> |

#### EXPENSES:

|   |                    |
|---|--------------------|
| Program Services                                      | 1,453,041          |
| Management and General                                | 668,322            |
| Fundraising   | 109,134            |
| <b>Total Expenses</b>                                 | <b>2,230,497</b>   |
| Change in Unrestricted Net Assets                     | 1,219,843          |
| Unrestricted Net Assets, Beginning of Year (Restated) | 1,507,524          |
| <b>Unrestricted Net Assets, End of Year</b>           | <b>\$2,727,367</b> |

## OUR FINANCIALS LOOK A LITTLE DIFFERENT THIS YEAR

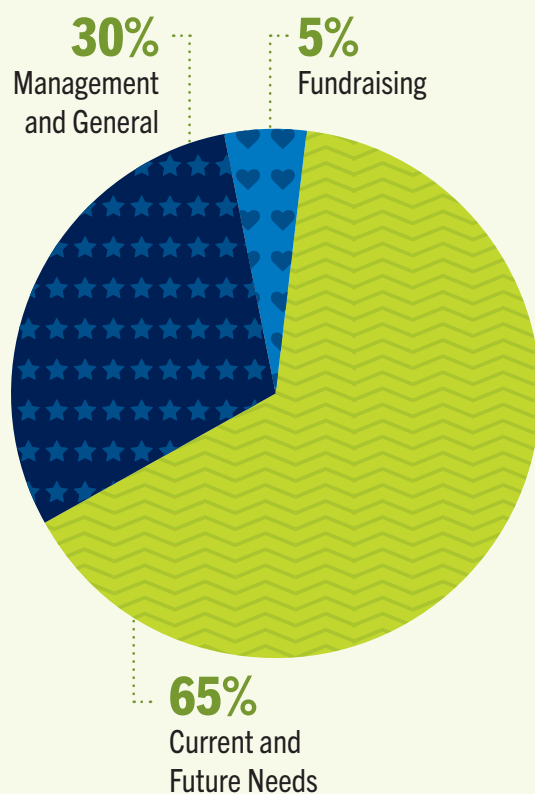
The pandemic brought new challenges for Kids Co. and this is reflected in our finances. First, while Kids Co. remained committed to providing care during the pandemic, not all of our partner schools were able or willing to allow us to operate on their grounds during the shutdowns. Additionally, staffing shortages, which had begun before the pandemic hit, were exacerbated by the fear and uncertainty around COVID-19. Because of these factors, Kids Co. was limited to operating 5 of our original 15 centers, and licensing and public health requirements limited our sites' individual capacities.

Child care demand also changed dramatically due to the pandemic. While COVID concerns and flexible work schedules temporarily decreased the overall demand for child care services, those who required care,

needed full time care. Due to our limited capacity to serve coupled with greatly expanded daily hours, the cost of care increased dramatically. In an effort to keep costs affordable to our families, Kids Co. shouldered much of the financial burden.

While these challenges resulted in program fees contributing a much smaller percentage to our income than usual, Kids Co. was able to make up the difference in contributed income. The main sources for these funds were stabilization grants and the forgiveness of Payment Protection Plan (PPP) funds. These funding sources, along with Kids Co.'s ability to quickly adapt to the changing pandemic-era landscape, ensured that Kids Co. was able to weather the storm, and will continue with our mission to serve the families and communities who need us the most for years to come.

## ALLOCATION OF FUNDS RECEIVED FOR FISCAL YEAR 2021



# OUR CENTERS

## KIDS CO. CENTER LOCATIONS

- Kids Co. at Adams (Ballard - 1989)\*
- Kids Co. at Cascadia (Northgate - 2012)\*
- Kids Co. at Cedar Park (Lake City - 2018)
- Kids Co. at Decatur (Wedgwood - 2018)\*
- Kids Co. at Graham Hill (Seward Park - 1991)\*
- Kids Co. at Island Park (Mercer Island - 1995)\*
- Kids Co. at John Hay (Queen Anne - 1990)
- Kids Co. at Lakeridge (Mercer Island - 1995)
- Kids Co. at Magnolia (Magnolia - 2020)\*
- Kids Co. at McDonald (Greenlake - 2010)\*
- Kids Co. at Northwood (Mercer Island - 2016)
- Kids Co. at Queen Anne (Queen Anne - 2011)\*
- Kids Co. at South Shore (Rainier Beach - 2002)\*
- Kids Co. at TOPS (Capitol Hill/Eastlake - 1991)
- Kids Co. at West Mercer (Mercer Island - 2014)

\*Open during the pandemic

## KIDS CO.

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206.781.8062  
admin@kidscompany.org  
www.kidscompany.org

## FOLLOW US:

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-  @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.

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vecteezy.com

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nounproject.com

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