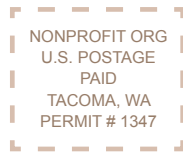




KINDERING CENTER
16120 NE 8th Street
Bellevue, WA 98008
www.kindering.org

CHANGE SERVICE REQUESTED



2009 ANNUAL REPORT

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MISSION

OUR COMMITMENT IS TO CREATE AND PROVIDE SUPERIOR, INDIVIDUALIZED, FAMILY-CENTERED SERVICES FOR CHILDREN WHO ARE DISABLED, MEDICALLY FRAGILE, OR VULNERABLE BECAUSE OF ABUSE OR NEGLECT; TO DEVELOP MAXIMUM POTENTIAL, HOPE, AND COMMUNITY UNDERSTANDING.



Photograph by Garland Cary



BY THE NUMBERS

KINDERING SERVICES

Comprehensive Developmental Assessment Evaluates each child's individual abilities and special health care needs.

Physical and Occupational Therapy Assists children in reaching motor milestones (sitting, crawling, walking, reaching, grasping) as well as functional skills such as dressing and eating.

Speech and Language Therapy Develops and enhances communication skills through spoken or sign language, picture exchange, computers and other communication devices.

Nutrition/Feeding Team Evaluates and treats the nutritional and feeding difficulties of children ages birth to five years.

Special Education, Community Preschool and Family Co-op Enhance children's cognitive and social development, support the parent-child relationship, create safe and secure learning environments, and encourage children to socialize with their peers. Children develop self-confidence, independence and the foundations for all future learning.

CUBS (Communication, Understanding, Behavior and Socialization) Combines a high-quality early intervention program, extended instruction time, technical and social support for families, collaboration across services, and transition support for children with autism.

Early Care & Education Consultation Developmental screenings in the community as well as on-site visits to child care programs to observe children, consult with child care staff and parents, make appropriate referrals, and develop strategies to ensure all children succeed in child care. Trainings are individualized to the unique needs of providers.

CHERISH (CHildren Encouraged by Relationships In Secure Homes) Supports young children in foster and kinship care and their families through a carefully structured set of assessments and interventions.

KINDERING SUCCESSES

In 2009, Kindering provided services to 3,065 children and families, including 1,333 children served by our flagship Early Intervention program. Of these, nearly 50% were families of color.

Dr. Louis Rosetti from the University of Wisconsin underscores that the two most important variables for success are early identification and intervention (preferably before 30 months) and parent involvement. Kindering's Early Intervention program is built upon these two pillars.

Each year more than 97% of the children we serve through our Early Intervention program demonstrate progress in two or more skill areas.

CHERISH educates foster and relative caregivers about the attachment cycle, guides each caregiver-child pair through the process of developing this important early bond and provides developmental therapies and early education to prepare these children to reach their full social, emotional, physical and academic potential.

Integrated Spanish Programs Developmental assessments; early intervention therapies and special education; preschool classes; resource coordination; parent education; and support groups all offered in Spanish.

Family Resource Coordination Links families with appropriate community resources; helps with funding and eligibility requirements; and coordinates services.

Family Therapy Supports families facing the emotional impact and unique challenges of parenting a child with special health care needs. Licensed family therapists provide counseling, facilitate group programs and collaborate with treatment teams to promote healthy family relationships.

Fathers Network Provides male peer support, resources and education, father-child interaction sessions, and family social occasions. Fathers become more competent and compassionate caregivers for their children with special needs.

Sibling Support Project and Sibshops Support siblings of children with special needs. Through activities, arts, games and discussion, children ages 6 to 9 share their experiences and learn that they are not alone in facing the challenges of being a brother or sister of a child with special needs.

Parenting Plus Provides free, multi-lingual parenting education courses for families who may be experiencing difficulties. Monthly support groups are offered to program graduates.

36% of children who receive early intervention services no longer require and are no longer eligible for special education services by age 3.

In 2009, 48 different languages were spoken by the children and families who received services at Kindering.

Our programs benefit from mutual referral and consultation from more than 140 local physicians, six local school districts, Public Health, Department of Social and Health Services, and Child Protective Services.

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Today, Tomorrow & Forever

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Anonymous - In honor of Jim Stenson's leadership & longtime commitment to children with special needs.
Dean & Vicki Allen
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Nancy L. Atwood
Mary Keith Barton
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Kindering Speech Department
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Tribute
In 2009, many of our donors honored someone special with a tribute gift. We received contributions in honor of Kindering Board Members, staff, in memory of deceased loved ones, & in celebration of special occasions. The following individuals were honored in 2009.
Rory Ade
Michael Anderson
Madge Bark
John & Katie Barrows
Bradon Bottmiller
Kieran Brennan
Alice Shirley Brown Ford
Candi Coe
Christine Courtie
Victoria Cummins
Maci Cuthill
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Photographs by Lisa Merrill



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Morey & Donnie Wetherald
Donnie Wetherald

* This list represents our best effort to recognize those who have given generously to support Kindering during the fiscal year January 1, 2009 & December 31, 2009. If we have mistakenly left out a name, please accept our apologies.

PROGRAMS

AN OASIS OF SUPPORT AND ASSISTANCE FOR FATHERS

Matthew* is the proud father of three children. If you had the pleasure of talking with him about any of his children, you most likely would not discover that the youngest, his daughter Lucy, has a very serious seizure disorder. Lucy struggled with seizures for two years, defying doctors' attempts to control the frequency and severity of these neurological assaults. Soon after she was born, doctors diagnosed her with porencephaly, an extremely rare neurological condition. The avalanche of doctor and emergency room visits commenced. After two fatiguing and frightful years, doctors offered a unique and dramatic solution – a very precise high fat diet which had proved successful in some other patients in similar situations. The trade-offs are significant. The seizures stop, but the side effects are equally disabling in the long term. What is a parent to do?

Matthew and his wife Heidi decided to at least try the diet as Lucy's early childhood was quickly disappearing. The adjusted diet produced a total change in the frequency and intensity of the seizures. In fact she has been seizure free for almost a year! The future still will have major challenges to address, but for now Lucy is able to experience a little of life. She enjoys every day as she looks forward to doing one of her favorite things, being around other children. Wondering why Matthew would not share some of this information when you were talking with him? He learned early on that most dads talking about their children only felt comfortable when discussing the positive accomplishments of their kids and became very tentative and awkward in responding to him when he talked about Lucy. So he stopped talking about her and his situation.

Soon after, he connected with the Washington State Fathers Network, a proud program of Kindering, designed just for dads in his situation. From the moment he arrived at his first meeting he realized a big difference with these dads. No explanations

needed, no difficult questions to answer, no need to be anything but a proud dad! Strangely, the dads laughed a lot, told some of their stories to make specific points, and discussed resources and information helpful to their unique challenges. What a welcome change! And they too bragged about their children, but it was about the small and vital accomplishments they were making in their daily lives. Definitely something to celebrate!

Not one to be shy, Matthew jumped in about five minutes into his first meeting and started asking his own questions, telling a little of his story, and adding a much appreciated sense of humor. Matthew was making the journey hundreds of dads before him have made. Dads of children with special needs have some unique needs of their own. Finally, there was a place where he could get perspective on his situation and the challenges confronting him. Breaking down the isolation he had felt was a major breakthrough, but getting vital information from another dad in a very similar situation was just as important. Having it come from another dad made the situation even better. Other dads had experienced many of the same things he was going through and made suggestions he might try. Matthew also came with a wealth of experiences he contributed to the group. One year later he still finds the discussions with other dads highly informative, friendly, and something he wants to be part of as his daughter Lucy grows up. There will be challenges, and some will be difficult, but now he has a place to discuss them with other dads ... and friends.

In 2009, the Washington State Fathers Network was awarded an important capacity building grant from the National Fatherhood Initiative. This grant helped develop our technology, marketing materials, and provided extensive training helping us reach even more fathers of children with special needs in our state and across the nation.

HELPING HOMELESS CHILDREN ACHIEVE DEVELOPMENTAL GOALS

Homelessness is on the rise both nationally and locally. Of the 6,000 people living in shelters and transitional housing in King County, more than 50% are families with children. Sadly, according to the National Center for Homeless Education, children are the fastest growing segment of the homeless population.

To address this growing need, Kindering spearheaded a new collaboration with the Eastside Housing Association – a consortium of Hopelink, Friends of Youth, and Catholic Community Services. Through this partnership Kindering's therapists and educators provide screenings and early childhood development services to families residing at eight different transitional housing facilities in King County.

In 2009, Kindering hosted 25 free on-site "Screening Days". We met Fernanda* and her family at one of our first screenings. Fernanda's mother had been concerned for a couple of months that she was not sitting up on her own and didn't eat enough to thrive. She did not know where to even begin to find help – they had recently moved from a shelter into transitional housing, did not speak English and had no transportation. When their case worker suggested that she bring Fernanda to the screening she felt relieved. Not only could she finally get the help that she needed but it would be in her native language.

The 1-hour screening provided Fernanda's mother with instant feedback helping her to identify behavioral issues and skill delays, as well as information about next steps in development, behavior management strategies and service referrals for her entire family. As a result of the developmental screening, Fernanda and her 2^{1/2} year old sister, Sofia, both qualified for early intervention services.

Fernanda began seeing a physical therapist and feeding therapist immediately. With the physical therapist Fernanda was building her strength and with the feeding therapist she was learning to accept and eat a variety of textures and foods. Mom was also able to enroll Sofia in our Spanish-language Stepping Stones Toddler Preschool. Sofia was a bit withdrawn and did not have much interaction with other children outside her family. This class allowed her to develop social skills and broadened her communication with the help of a speech therapist.

The overwhelmed feelings that Fernanda's mother was experiencing are widespread among families that are in transition or homeless. They face a number of real barriers everyday to accessing the services their children may need. These include transportation, financial resources, language and/or cultural barriers, and simply having the time to seek out community resources for additional support.

Fernanda and Sofia have made tremendous progress in the past year. Fernanda is now walking – she smiles and laughs as she is engaged in play with her family and therapists. She is also starting to expand her palate and is more willing to try new foods and textures. Sofia has benefitted from the classroom routines. Her social skills are really thriving in this structured environment – she now holds hands with her peers when they leave the classroom and always wants to help the teachers during clean-up time. Having overcome her delays, when she turned 3, Sofia did not qualify for school district-based special education services.

* Names in these articles have been changed to respect the families' privacy.

FINANCIALS



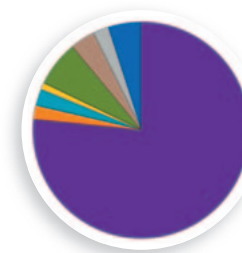
Photographs by Lisa Merrill

OPERATIONAL REVENUE & SUPPORT \$5,741,952



- GOVERNMENT **\$3,126,236**
- CONTRIBUTIONS **\$1,036,404**
- UNITED WAY **\$311,319**
- IN-KIND DONATIONS **\$127,764**
- PROGRAM FEES **\$1,140,229**

OPERATIONAL EXPENDITURES* \$5,646,050



- EARLY INTERVENTION **\$4,324,206**
- FATHERS NETWORK **\$113,529**
- FOSTER CARE **\$144,487**
- PARENT EDUCATION **\$54,499**
- ADMINISTRATION **\$388,584**
- FUNDRAISING **\$205,522**
- SIBLING SUPPORT **\$134,512**
- OUTREACH CONSULTATION **\$280,711**

* EXCLUSIVE OF DEPRECIATION

HEARTFELT THANKS TO OUR MANY ANNUAL FUND SUPPORTERS

Courage the Lion is our emblem. We admire the perseverance of children diligently learning new skills and of families adjusting bravely to the unexpected journey of raising a child with special needs. Your support helps Kindinger to boldly and surely meet the increasing need for crucial therapies and education for young children. Thank you for your continued leonine commitment. We count your friendship among our children's blessings.

\$50,000 or more
Yours is the **Coeur de Lion**, the heart of a lion. Your enduring investment in Kindinger's programs demonstrates your caring & compassion. City of Bellevue M.J. Murdock Charitable Trust The Seattle Times United Way of King County George A. & Marion M. Wilson Foundation Thomas C. Wright Foundation

\$25,000 to \$49,999
Hercules donned the skin of a lion as his mantle of bravery. Your generous philanthropy is a sign of strong dedication to our mission. The Ammon Foundation The Anderson Foundation The Boeing Company Thomas V. Giddens, Jr. Foundation Mary Lindley David & Minnie Meyerson Foundation Microsoft Corporation National Fatherhood Initiative Judith Pierce & John Walter

\$10,000 to \$24,999
Androcles helped an injured lion by gently removing a thorn from his paw. Your contribution illustrates your concern & ensures that our most vulnerable children receive the services they deserve. Dean & Vicki Allen Bellevue Breakfast Rotary Club Frank & Charlene Blethen Boeing Employees Community Fund of Puget Sound City of Redmond City of Sammamish Costco Wholesale Howard & Grace Lincoln Elizabeth A. Lynn Foundation Nintendo of America Pediatric Associates The Seattle Times Fund for the Needy Martin & Mimi Siegel Thomas C. Wright

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All children are unique; their potential shines bright. As a **Leo** donor, you are helping our children reach for the stars. Anonymous Michael & Lisa Anderson Apex Foundation Chuck & Susan Armstrong Sally Behnke Gregory & Cari Benn James Chattrà & Francine Wiest City of Bothell City of Kirkland The Foster Foundation Betty & Kemper Freeman, Jr. The Glaser Foundation Hasbro Children's Fund Dale & Nancy King Kevin & Traci Knight Byron W. & Alice L. Lockwood Foundation The Lucky Seven Foundation The Medtronic Foundation The Moyer Foundation John & Kelly Olerud Puget Sound Energy Melinda Satterlee Swedish Health Services Barbara Weigel Williams Kastner Kip & Janine Wylie

\$2,500 to \$4,999
It takes a community to raise a child with special needs. Thank you for becoming such a vital member of our family. With gratitude, we welcome you to our Lion's Den. Bellevue Bread Plant/Safeway Richard & Jenny Cummins Joe & Kristine Cunningham Chuck Daiger Peter & Diane Demopoulos Steven & Ilene Hamilton Intelius Timothy Kaehr Dan & Patti Kosnik Joel & Debbie Lester PayNorthwest Williams Petsch Seattle Children's Sterling Realty Organization

Russel Stromberg & Elisabeth Ammon Peg & Rick Young Foundation

\$1,000 to \$2,499
Thank you for recognizing the effectiveness of early intervention. Your gifts help children who are disabled, medically fragile, or vulnerable because of abuse or neglect to reach their greatest potential. You are the **Pride** of Kindinger. Anonymous Roly Alhadeff B. Michael & Joan Anderson Emily Anderson Dan Baggen John & Katie Barrows Bjorn & Jacquie Bayley Al & Jeanie Benaroya Gloria Bensussen The Blair Family Foundation Dexter & Sabine Bradshaw Don & Kathleen Brennan Tim & Bre Brennan Craig Bruya Build-A-Bear Workshop Bear Hugs Foundation Kevin & Mary Case CFC King County Dawn & Ellery Charlson Grant Chyz & Laurie Lootens Chyz Commonweal Foundation Guy & Karin Cools David & Marikay Cuthill Alison Danz John & Holly Dimicco Eastside Pediatric Dental Group Explorer Properties Michael & Alayne Fardella Buck & Mary Ferguson Craig & Kim Fisher FM Global Gregory & Alisa George Parag Gheewala & Sandra Beaulieu Bryan & Deborah Grunow Carl Gustafson John & Wendy Hardman Rachel Harer Edwin & Trudy Hatch Eric & Lynda Hautala Eric & Noah Heutchy Craig & Donna Hintze Suzanne Howie Kitesaia Bronson Brian & Lynn Kuske Dan Lantz & Elizabeth Neuzil Steve Lawrence Glenn Lux William & Chris Marks Mercer Island Pediatric Associates Tony & Laurie Mestres Juliet Minister Stuart & Elizabeth Minkin Viorel & Silvia Mitlteen Shimon & Julie Mizrahi Moneytree, Inc. Mutual of Enumclaw Insurance Company Joe & Staci Nelson Dirk & Michelle Nevelle Sam & Carola Nichols Robert & Kappy O'Brien Office Depot Foundation Don & Ann Mary Oylear Perkins Coie Charitable Foundation Puget Sound Energy Foundation Robin Rotte Ryan, Swanson & Cleveland, PLLC RJ & Erin Sammons William & Jodi Sanders Schwartz-Fisher Philanthropic Fund Grace Seidert & Ken Harer Alex Shulman Family Foundation Jim & Dorothy Stenson Edwin Stephens Mike & Jennifer Stranik Julie Tall Darlene Thomas Garth Thomas George & Jane Todaro Ned & Joyce Turner Rod & Traci Umberger Ted & Louise Warren Richard Watkins & Valerie Bell John & Jolena Weisenfeld Margaret Wetherald & Leonard Barson Sheryl Willert Dave & Colleen Willis Wilson Sonsini Goodrich & Rosati Foundation David & Sally Wright Jack & Debbie Zdurienick Eric & Robi Zocher

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Your annual contributions to our programs & therapies ensure that our services reach all the infants & children who seek our help. You are indeed our **Mane** Support. Anonymous Donations Brad & Tamara Abrams Alejandro Acero & Donna Blyshak Amy Acher Jeanne Acutanza Diane Adachi Heidi Adams & Matt Nemeyer Joseph & Victoria Adamesky Nicholas & Paige Ade Richard & Donna Adler Aerojet Ike Alhadeff All Climate, Inc. Ardeshir & Bitia Almassi Amazon Services LLC Amgen Corp Anchor Wall Systems David & Jacqueline Anderson Benjamin & Weronna Armstrong Susan Aromi Debi Arrants Jinous Ashrafi & Nazanin Mousavi Nancy Atwood Beverly Aufray Danny & Phan Bach Bruce & Brenda Bain Jack Baker James & Nicole Baker Steve Baldwin & Mayra Melka-Baldwin Barnes & Noble Don & Lucile Barrows Roger Bass Dennis Batchelder & Irina Koulinitch Roman Batukova & Svetlana Fomitcheva Ryan & Angela Beegle Stefanie Beighe LaShaun Bellamy Susan Beller Peter & Kristina Benda Steve & Joan Benn Julie Bennett Lindsay Berg David & Marian Bergery Brian & Katie Bergholm Hakan Berk & Gaye Tuzeman Sharon Berry Aaron Bert Paul & Putter Bert Holly Betz Marcella Bianchi David & Michelle Bienfang Donald & Margaret Black Lisa Black Barbara Blethen Dave & Barbara Boardman Becky Bogard Michael & Patsy Bonincontri Jim Borgen Ronald & Fannie Boskovic Richard & Sheridan Botts Dennis & Debbie Bounds Eric & Karen Brechner Cory & Don Brennehan Herbert Bridge Kithesia Bronson John & Kim Brooks Dan Lantz & Elizabeth Neuzil Steven & Rosemarie Bryar Greg Buccì & Sarah Mosley Francois & Susan Burianek Tricia Burnett Tom & Clio Burrows Doug & Lynn Campbell Sally Campbell Robert & Megan Canterbury Karen Carpenter Todd & Jennifer Carpenter John & Judy Carroll Kelly & Jody Carroll Jeffrey & Melissa Cary Joe & Jann Cassidy Paul Cavanaugh & Patricia Lynch-Cavanaugh CFC of North Puget Sound Brian & Maria Chacon David & Kacey Chandler Robert & Sheryl Chaney Joe & LisaJo Chard Karin Cho Kevin & Alisa Chow City of Issaquah Steve & Samira Corriveau Tim & Allison Clemons Clipped Wings Clorox Candace Coe Jay Cogan Donald & Barbara Cohen Milton & Gerda Cohen Carl & Shelley Colegrove Patricia Conover Gwen Coolidge Amy & Curt Cooper Mike & Nancy Cordry Jon & Kathleen Corriveau Bill & Judy Courston Chuck Cowan & Ronnie Levitt Sten & Maryann Crissey Aaron Crosby & Hwa Kang-Crosby Troy Daiger Ted & Barbara Daniels Darren & Christine Davis Patrick Dedmore Marlis Dejonghe Susan Delbene Michael & Laura Delman Artemis Demopoulos Loren & Kathie Deshon Daryl & Janelle Deutsch Eric & Janet Deveraux

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LETTERS

BOARD PRESIDENT, TONY MESTRES



As we at Kindinger look back on the last year and reflect on our growth as an organization and our effectiveness, we find ourselves reinvigorated around our mission to help infants and children with special needs. The year we are leaving behind was one of unprecedented economic uncertainty and brought out the best in our staff and the community around us. I could not be more proud of the stalwart and steady course the organization set. I could not be more proud of the immediate and instinctive manner with which the whole Kindinger family closed ranks around our kiddos and made their needs our True North.

I first became involved with Kindinger seven years ago as a Microsoft professional fighting workaholic tendencies and increasingly in a position and disposition to begin giving energy and bounty back to my community. I was also an expectant father for the first time and a clever young woman at Kindinger, who learned that I was looking for a cause to contribute to, dropped off a video tape at my office for me to watch and learn a little about Kindinger. It sat on my desk for a few days. Then one harried afternoon when I really needed a break, I grabbed it and went into a conference room with a TV/VHS, shut the door and watched. It was the Mom about half way through the film that pushed me over the edge,

EXECUTIVE DIRECTOR, MIMI SIEGEL



Vacationing in Mexico over New Year's 2009, I received a number of congratulatory emails. A Seattle Times editorial had recognized me as an unsung hero because of my longtime work at Kindinger. I basked in both the sun and the attention, but my thoughts quickly turned to all of the heroes whom I work alongside daily.

2009 was a complex year; it required persistence, dedication, and a touch of the hero in us all. Just like every business and household in our community, Kindinger had to adjust to a new economic reality. Our enrollment hit new records, yet government reimbursements declined by 40%. Staff rose to the challenge. They accepted adjustments in their retirement benefits, reduced support for continuing education, hiring and wage freezes, and increased productivity measures – all in service to the children and families in our care. Moreover, in response to the growing number of homeless families in East King County, Kindinger educators launched a new collaboration with the Eastside Housing Association to provide early childhood development services to

when she described how as a result of Kindinger, she saw her child smile for the first time. To say that I am glad that my co-workers did not walk in to see their colleague weeping and wonder about the stability of their department is an understatement.

After seven lucky years working with Kindinger, I share this story and perspective with you as a reminder that the children Kindinger serves are all our children. Whether we approach this perspective as fellow humans, parents or even, more empirically, conscious citizens, it is an inarguable truth. These are our most fragile, beautiful and courageous little compatriots. If meeting a child with special needs does not convince us, we only need to reflect on the fact that one in twelve American workers has a child with a disability, or that even though 85% of the brain's core structure is developed by age four, less than 10% of public investments in education and development are focused on children under five.

We have great accomplishments, challenges and opportunities to report to you in this Annual Report. As we approach 50 years of service, our passion for our kids has never been stronger. Thank you for your support of Kindinger.

Warmest Regards,

Mimi Siegel

families in homeless shelters and transitional housing.

Fortunately our steadfast community realized that infants and toddlers can't wait for the economy to turn around. They have only one chance at their critical birth to three years to develop to their fullest. In that spirit, Bellevue Breakfast Rotary established Kindinger as the beneficiary of its new 5K run. Barri Rind chaired Kindinger's annual Salute to Courage luncheon. And Howard and Grace Lincoln hit it out of the park as the chairs of the Kindinger auction, a glorious event entitled "Diamonds of the Community." With support of the M.J. Murdock Charitable Trust Kindinger added a strong team of educators and therapists in order to help a growing population of infants and toddlers with disabilities.

Indeed, over the course of the year Kindinger helped 3,065 infants and children – 1,333 in early intervention therapies, special education and family counseling – all made possible because of your enduring support and concern for our children.

With Heartfelt Gratitude,

Mimi Siegel

SUPPORTERS

AUCTION XVI: DIAMONDS OF THE COMMUNITY

Led by Howard and Grace Lincoln, guests, sponsors and volunteers raised more than \$437,000 for Kindinger, making "Diamonds of the Community," the 16th Annual Kindinger Auction Gala, a resounding success.



Howard Lincoln