



# 2022 ANNUAL REPORT

## Big Changes for Little Kids

Of 10,000 children and families reached, nearly 3,000 children under age 3 benefited from our Early Support services.

In addition to delivering individualized therapies, special education, and family supports, we trained fellow providers and successfully advocated for systems change throughout the state.



94% of parents reported their Kindering team was aware of and sensitive to their home culture.



Did you know? Kindering saves Eastside schools \$54 million in special education dollars each year.



CHERISH™ is an infant and early childhood mental health program for children in foster care that includes both direct services for families and trainings for other service providers. CHERISH has delivered trainings to 345 early support providers across the state, increasing CHERISH's reach by 127%.

### OUR MISSION

Kindering embraces children of diverse abilities and their families by providing the finest education and therapies to nurture hope, courage, and the skills to soar.

### OUR EQUITY STATEMENT

I belong. Eradicate systemic, racial, and oppressive barriers so everyone succeeds.

### OUR STRATEGIC VISION

An equitable world where people of all abilities, identities, and backgrounds belong and thrive.

Kindering's new strategic framework is organized around 4 pillars: Nurture Wellness, Build Nimble Systems, Eradicate Barriers, and Empower Children & Families.

### Expanding Enrollment

A record-breaking number of families enrolled in Early Support and participated in our developmental evaluations. This was no surprise as demand continues to rise due to population growth and higher rates of developmental delays nationwide. In fact, we've seen a >5% increase in the rate of children qualifying for services today versus pre-pandemic. In other words, services are needed now more than ever.

### Nurturing Staff Wellness

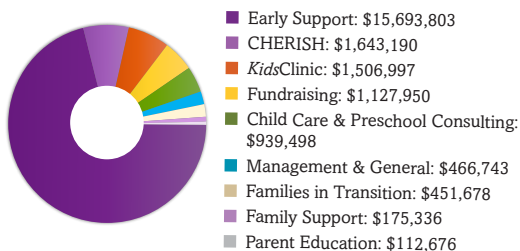
As part of our Strategic Framework, we are focused on promoting staff wellness by investing in compensation and fostering an authentic culture of appreciation and belonging. This will strengthen our sense of community at Kindering and support our efforts to hire and retain expert staff with advanced levels of education and lived experiences reflective of those we serve.

### Advocating Systems Change

As the Northwest's largest neurodevelopmental center, Kindering is uniquely positioned to drive policy changes to better serve children with disabilities. Kindering, alongside fellow Early Support providers, led a major legislative initiative that secured \$2.4 million in Washington's Early Support for Infants and Toddlers budget statewide. We're also building a network of advocates fighting for the well-being of children with disabilities.

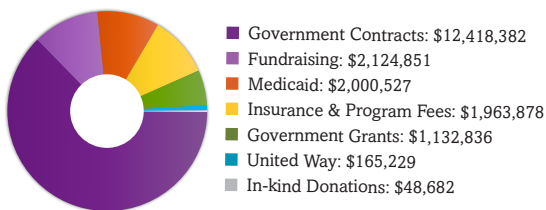
## 2022 FINANCIALS

**Expenditures: \$22,117,871**



**Revenue and Support: \$19,854,385**

*Investment income excluded*



**ENDING NET ASSETS: \$26,702,809**

### CURRENT BOARD OF DIRECTORS *as of June 1, 2023*

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**Chief Executive Officer** Lisa Greenwald, PhD

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Little Mihika began showing signs of developmental delays similar to those her older sister experienced a few years earlier. Mihika could not tolerate most foods or liquids. Her parents and her pediatrician became increasingly concerned about her nutritional health.

At 20 months old, Mihika began feeding therapy at Kindering. Her therapist spoke in the family's home language and offered helpful, culturally relevant suggestions for foods and recipes to try as they worked on Mihika's feeding together. Happily, Mihika has made progress on her food and water intake, easing the concerns of her parents.

"I'm able to coach the parents in Hindi, which helps them work on [Mihika's] feeding therapy at home and share strategies and tactics. And, importantly, mom is more comfortable working with me without a language barrier."

- Anagha Soman, Mihika's Therapist