1983 - 2008

Annual Report 2008

Program for Early Parent Support
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PEPS Leadership Message

We are most pleased to be able to share this annual report highlighting PEPS’ many successes from 2008, our 25th Anniversary year.

PEPS celebrated with an Anniversary Reception in February reviewing decades of accomplishments; reflecting with satisfaction upon PEPS’ incredible impact since 1983 resulting in thousands of thriving local families; kicking of the strategic direction for the upcoming years and honoring the visionaries who helped create and the one’s who help maintain the Program for Early Parent Support.

The Sandra Wallace Innovation Award was presented to Mary and Jim Hirshfield for their outstanding commitment to PEPS for many years.

The Mary Ellen O’Keeffe Leadership Award was presented to State Representative Mary Helen Roberts (a former PEPS staff person!), who is crucial in helping set the policies for tomorrow’s families.

The PEPS Community Hero Award was presented to the Bill and Melinda Gates Foundation, who courageously stood by PEPS when times were rough!

Thank you to all of these outstanding individuals and organizations as well as the thousands among our PEPS community who tirelessly and loyally support our efforts to be the safety net for parents when they most need it!

For 25 years, PEPS has been bringing new parents together to connect and support each other during one of life’s greatest adventures – parenting.

PEPS’ mission - to provide community-based programs that enable parents of infants and young children to meet the challenges of parenting through mutual support and shared information - remains the same today even as we explore new and innovative ways to fulfill it.

In closing, we would like to thank Harry Hoffman, as 2008 marked the last full year of Harry’s tenure as Executive Director of PEPS. Harry worked tirelessly, in a changing economic environment, to make sure that PEPS would be financially stable by consolidating the organization and creating efficiencies in our operations wherever he could. Harry’s leadership brought stability to PEPS by continuing to serve a large percentage of new parents in King County, and by expanding our efforts into Snohomish County.

~ Laura Kussick, PEPS Executive Director
~ Lavinia Touchton, PEPS Board President
The three main outward looking goals of the 2008-2010 PEPS Strategic Plan are:

1. Deliver the best possible PEPS experience to more parents in more communities with all of the things that make PEPS special and with up-to-date information on subjects like early learning.

2. To reconnect with the thousands of families that are the PEPS community and to extend and expand our support to them and

3. To take on a bigger role as a community of advocates for all parents and children in our state through mission-related social and public policy impact.

Being a PEPS Ambassador for Life

My participation in PEPS and involvement with the organization over the past 4 years has been a rewarding "adventure." Like thousands of parents in this region, the newborn couples group (2004) was instrumental in our early months with Theo and I will always be grateful for the role PEPS played in my life. I will also treasure my experience as a volunteer group leader (2005), board volunteer (2006) and board member (2006-2008). Not only did I learn how to create an environment for peer support, I gained deep appreciation for the roles as well as the variety and volume of work that board members do to support and empower the nonprofit sector. The education, experience and connections I gained as a PEPS board member have directly influenced my career and I've never been more satisfied with my work.

~ Cara Lewis, PEPS Board Member (2006-2008)
PEPS Programs

In addition to our core Newborn Program, PEPS staff and volunteers worked hard to provide other innovative parent peer support opportunities:

Newborn Program
The Newborn Program continues to be our Core Program serving parents in their very early stages of parenthood in King and Snohomish County.

Early Learning Education for PEPS Newborn Groups
PEPS provided speakers on brain development to newborn groups. Per the 2008-2010 Strategic Plan, we hired early learning educators to present this information in an informative and practical format.

Orientation for Newborn Program
The orientation is an offering for all PEPS newborn registrants, with 2008 daytime and evening orientations offered six times a month in Seattle and on the Eastside. This introduction to PEPS includes an overview of the PEPS program with discussion about the early weeks of parenthood. In 2008 orientation experienced a new phenomenon, an influx of expectant parents. These parents-to-be attended the orientation after having viewed the PEPS website and hearing about the program through word of mouth.

Community Outreach Program
In 2008, PEPS continued to build its outreach efforts to ongoing PEPS Groups through our social networking site, PEPSNET. In addition, the PEPS community was invited to attend several PEPS sponsored lecture series events on topics of interest and concern to new parents today. Thanks to many respected leaders in the field of early childhood education, these lectures were relevant, well received and well attended.

Little Peppers Program
Little Peppers, a parent support and early learning program, serves parents, infants and toddlers, with special emphasis on parenting two or more children under the age of three. Groups were held at four sites: West Seattle (Youngstown Cultural Arts Center), Wallingford (Good Shepherd Center), North Seattle (Bitter Lake Community Center), and in Bellevue (Highland Community Center). Contracted group facilitators oversaw group activities that consisted of large motor activities, singing, early learning, toddler play, parent sharing and topic discussion. During 2008, we ran four sessions (11 weeks each) at each site.
Expansion to Snohomish County
In early 2008 PEPS and Lutheran Community Services partnered for the expansion of PEPS programming into Snohomish County. A significant grant from The Boeing Company paved the way for PEPS Newborn and Little Peppers Groups. Marketing flyers were distributed at key Snohomish sites and articles were featured in two newspapers. An advisory committee composed of enthusiastic North King County/ South Snohomish PEPS volunteers helped with outreach and marketing; several served as newborn group leaders. In the summer we piloted a successful 4-week Little Peppers Group for Russian Ukrainian families, in a Russian-speaking group. The group geared up again in September, and ran for the duration of 2008.
In the fall PEPS piloted a 6-week group at Martha Lake Community Club, just north of Alderwood Mall. It was a great success and plans were made to continue the program in 2009.

Parents of Preemies
In November 2008 we launched a free monthly drop-in group for PEPS Newborn group participants and their premature babies. A trained volunteer (parent of a premature baby) oversaw sessions that focused on shared personal stories, topic discussion and resource sharing.

Newborn Twins Groups
We continued to assess our newborn services to parents of twins and began discussions with North Seattle Families of Multiples to explore a collaboration in offering parent peer support groups to families of multiples.

Virginia Mason-2008: 1 group (9 parents)
PEPS was approached by VM about the possibility of sponsoring a PEPS Group for moms with multiple sclerosis who face the challenges of managing the illness and its progression once their children are born. In July we trained two hospital staff to lead a PEPS group for MS parents; that PEPS Group launched in September.
Our volunteers are the backbone, the heart and soul of our organization. Without them, we couldn’t do the work we do. A heartfelt thank you goes to the following individuals who followed their passion and together invested 8901 hours in leading our 169 PEPS Groups.

Cheryl Adams  
Becky Allardice  
Julie Antos  
Colleen Antvelink  
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Heather Lamb  
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Robin Zaback  
Shelley Znamenacek

We also thank our many other volunteers who help with events, lead orientations, lend expertise as guest speakers and assist with administrative tasks and special projects.
Interview with Joanne and Mike Montague, Volunteer PEPS Group Leaders

What was your own PEPS experience like?
We attended an evening group as a couple. We came home from the hospital totally overwhelmed and asked ourselves: What now? The best feeling was going to our PEPS group and realizing we were not alone. We are still friends with 4 of the couples from our first PEPS group. Tyler goes to kindergarten with his best friend from PEPS. They walk every day holding hands. We’ve gone camping together, had dinners, celebrated birthdays, had playdates on sunny days and rainy days….

What motivated you to join PEPS as volunteer group leaders?
We believe if you receive it is important to give back. We believe in developing community here where we live and PEPS is the very best way to take the step to connect new parents. Plus our groups are just so much fun.

Tell us about the groups you lead and your experience as leaders.
We have lead 6 groups (we think). One we lead and participated in with our second baby. All the groups are still meeting somewhat as PEPS+, or just informally. We enjoy the groups that seem to treat PEPS as a social gathering instead of just a place to learn more about babies. Incidentally, those seem to be the groups that continue to meet most enthusiastically!

What is the most lasting memory from leading groups?
We had a baby in one group who had one of those horribly scary middle of the night trips to the ER. By mid-morning the next day, they had friends from their PEPS group show up at the hospital to support them. You hope you will never NEED to count on the friends you make at PEPS, but it’s sure nice to know they are there.

What would you tell somebody who is thinking about giving back and leading a group, but is not quite sure?
Think about the kids. When you watch the news or hear about parents having a difficult time, you may wish you could help somehow. But sometimes it just seems too hard, makes you too vulnerable yourself, or you just might not have a clue what concrete thing you could do.

PEPS is what you can do – it is one way you can directly help children. If you help make it possible for parents to build a supportive community around themselves, you are helping a child.

When you think you are too busy to give back right now, take a look at your activities – sometimes you just have to re-evaluate what you spend your time on, and re-adjust for the important things. We have this invaluable resource of PEPS here in King County, and we must each help keep it going to keep our community strong.

Couples -- consider leading a group together. It means one parent will always be home with your children, it gives you a fun project to work on as a team (and something to talk about besides your own children!), and best of all, it’s a way to meet more great friends just like you did in your first PEPS Group!
PEPS’ 10th Annual Benefit Luncheon celebrates 25th Anniversary milestone


Washington State Governor Christine Gregoire and Seattle Mayor Greg Nickels proclaimed April 29th, 2008 as official PEPS Day.

Thank you to all the guests, our Luncheon committee and Luncheon Chairs, Table Captains, Luncheon Challenge Donors and Luncheon Sponsors who made it possible for us to raise over $135,000 for PEPS’ programs.

Luncheon Committee

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Cliff Meyer
Marni Seneker
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Sherri Wolson
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Thanks to the generosity of our Luncheon Challenge Donors, gifts of $250 and above were matched up to a total of $26,000.
Every family has its story about how the family began…

“Every family has its story about how the family began. In our family I grew up with the $99 story. $99 was the amount due to the hospital after I was born. It was a major hurdle to our just-beginning family. My young parents did not have the money and my father had to tell the people at the hospital, “You can keep her if you want or you can let me pay you when I can.” The hospital let me go home with my parents.

I too was not fully prepared when I became a first-time mom at age 36. I was not equipped with knowledge about how to parent well. Just as my newborn son had an unsettled nervous system, I was an unsettled parent, trying to sort out my own new life.

Fifteen years ago this week, my husband Mark dropped me and our two week old baby off at a stranger's home to attend our first PEPS Group meeting. I settled down in a room with the floor covered with babies whose arms were swimming in mid-air. I remember over the many months that our PEPS group met how we took the requisite group pictures of our babies lined up on the couch with their heads tilting over and bobbing up and down, some babies leaning over so much that we were holding our collective breath that they would not topple over onto the floor.

I remember the summer after I became a mother. One morning I woke up to discover that one side of my face felt “funny.” I looked in the mirror – it looked like I had had a stroke!!! Fortunately, it was not a stroke but Bell’s palsy. The first public place I found the courage to show my face in when that happened was my PEPS Group. I shared what had happened and my PEPS group showed their support. To know that they would accept me was truly heartwarming!!

When the time came for me to go back to work, I realized that what I most wanted to do was to work with other parents raising children. I was called to this new mission because Marie first introduced me to the concept of parenting in a positive way in our PEPS group.

It was not easy to transition from my previous career in real estate to working with families. It was difficult finding the right schooling but I did. I went to work at Bellevue Community College as a parent education instructor and am now in my 11th year there.

I want to thank my PEPS Group leader Marie for her loving guidance and support, and my PEPS friend, Jennifer Salem, for her unending friendship. And, I want to thank those who supported PEPS before our family began to participate. Our family has continued the tradition of supporting PEPS financially. I’ve also supported PEPS as a volunteer Group leader and start soon as one of the new PEPS Early Learning Educators.

As I look back to the beginning of my life, I realize how much my parents could have used support and guidance in those early years. I’m fortunate I had PEPS when I became a parent. It made all the difference. PEPS changed my life and my children’s. "Thank you all so much". ~ Jennifer Watanabe, PEPS Anniversary Luncheon speaker
2010 PEPS Luncheon Impressions

PEPS Anniversary Soda!

Seattle Center Fisher Pavilion

Luncheon MC Jean Enerson

PEPS Group still meets after 23 years!

Keynote Speaker and Luncheon Co-Chairs

PEPS Luncheon Speakers

Babes in arms are always welcomed!

Longtime Table Captains & Supporters
2008 Supporters

Over PEPS’ 25 years of success we have assisted thousands of new parents on their journeys of discovery and have created a thriving community of involved parents – one PEPS Group at a time. Along the way, our PEPS community has been our greatest source of strength. THANK YOU!

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We strive for accuracy in our donor lists. If you would like to make a change to your listing or if your name has been inadvertently left off this publication, please call 206-547-8570 ext. 30.

**The PEPS Financial Year 2008**

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<th>Statement of Activities</th>
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<td><strong>Revenues</strong></td>
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<tr>
<td>Unrestricted Net Assets</td>
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<td>Contributions</td>
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<tr>
<td>Grants</td>
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<td>Program service fees</td>
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<td>Special events, net</td>
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<td>In-kind contributions</td>
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<td>Total Unrestricted Revenues</td>
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<td>Program</td>
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<td>Restricted Contributions:</td>
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<td>Net assets released from restriction</td>
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</tr>
<tr>
<td>End of the year</td>
<td>$479,442</td>
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</table>

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Compendium Inc.
Dizzy’s Tumblebus and Bus Stop
Evergreen Print Group
Hotel Monaco
KING 5 TV
Little Brown Books for Young Readers
Lowe’s
Olives Café and Wine Bar
Pacific Office Automation
Paint The Town
ParentMap
Pioneer Organics
Seattle Children’s Theatre
Shutterbox Photo
Starbucks Coffee Company
Karianna and DJ Wilson
Some things change….

Strollers 1983

[Image of Strollers 1983]

Strollers 2008

[Image of Strollers 2008]

Babies 1983

[Image of Babies 1983]

Babies 2008

[Image of Babies 2008]

Some things stay the same!

PEPS’ mission is to provide community-based programs that enable parents of infants and young children to meet the challenges of parenting through mutual support and shared information.

Today and always! Because parents need it!