PEPS

PROGRAM FOR EARLY PARENT SUPPORT

Annual Report
2021

Dear PEPS Community,

At PEPS, 2021 was full of highs and lows; living our values and moving from a one-size-fits-all approach to offering parents multiple ways to engage and connect. The year was challenging for families who navigated so many layers of stress: ongoing uncertainty, isolation, changing public health guidelines, mental health impacts, quarantines, school and daycare closures, and so much more.

It was our second year operating in a pandemic, and as an organization, we leaned into our values of equity, community, and innovation. **We learned, reimagined, developed, piloted, and evaluated new programs, systems, and pathways to positively impact families.** And while it would be impossible to capture it all, this annual report will give you insight into a few of the highlights of what we've accomplished in 2021:

- Developed and piloted a new program for Parents of Adolescents and Teens.
- Piloted affinity programs for families who share identities that intersect with parenthood.
- Invested more staff time and resources to expand our partnerships with community-based organizations serving parent communities we have historically not served.
- Invested in our Group Leader training and support.
- Hosted our first online Annual Benefit Event guided by principles of Community-Centric Fundraising.
- Conducted a landscape analysis to inform our advocacy work.
- Strengthened our commitment to equity.

Operating as an organization that centers around social connection in a virtual format continued to present challenges. We saw lower numbers of participants and donors compared to pre-pandemic days. Staying connected, learning together, and hiring and onboarding new staff in a virtual environment were all hard. Our staff members, many of them parents themselves, were dealing with the same layers of stress that parents in our community faced. Our trust-based approach and willingness to support one another helped us move through.

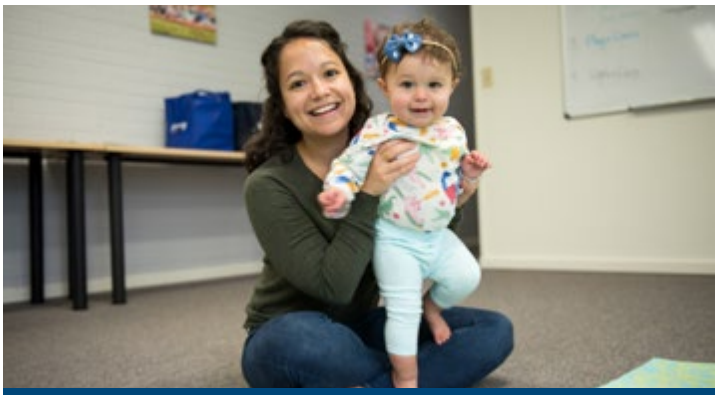
It's remarkable to look back on what we did together. Working towards our vision of resilient families, connected communities, and equitable outcomes takes support and collaboration from our committed board and staff members, generous community of volunteers, donors, sponsors, funders, and partners.

I have a deep appreciation for every single one of you who supports the work we do and I invite you to continue investing your time, financial resources, and expertise so that we can connect parents to strengthen families and build community.

Parents need community and connection, and PEPS needs you.

With gratitude,

Dana Guy
Executive Director, PEPS



2,996 parents participated in PEPS Groups

278 PEPS Groups met virtually

PEPS Community in 2021 — At a Glance

207 parents served through PEPS pilot programs for Parents of Adolescents and Teens (PAT) and families with shared identities

600 parents served in PEPS Groups through local and out-of-state Network Partners

102 parents served in PEPS Groups through community partners

150 volunteers trained and supported as PEPS Group Leaders

7,820 volunteer hours dedicated to supporting parents

The Impact of PEPS

The best part of PEPS was "Having other new parents to share the highs and lows of parenting life with. Asking about weird things my baby does and finding out it's ok — or that I'm not the only sleep-deprived/overwhelmed/trying-to-figure-it-out parent out there. Above all, I am thankful for the solidarity and friendship I created with other new parents."

— Virtual PEPS Group participant

PEPS Strategic Direction

For nearly 40 years, PEPS has been a respected, sought-after community asset to new families in King and Snohomish Counties and one of few organizations focusing on the well-being and support of first-time parents. Annually, thousands of parents to babies and young children have participated in hundreds of in-person, neighborhood-based, and facilitated peer support groups to build confidence and resilience, reduce stress and isolation, form communities of support, and better understand their child's development.

In 2020, PEPS began work on a new strategic direction centered around equity and impact with four goals:

- **Grow our Reach and Impact**
- **Innovate our Approach to Parent Support**
- **Advocate for Equitable Policies**
- **Strengthen Organizational Effectiveness**

OUR MISSION
PEPS connects parents to strengthen families and build community.

OUR VISION
Resilient Families | Connected Communities | Equitable Outcomes

OUR VALUES
Equity | Innovation | Inclusion | Community | Authenticity

OUR EQUITY STATEMENT
We believe that all new families should have access to a healthy, supported start in life. As long as race and ethnicity continue to predict the future life chances of children in our state, we are committed to working with families, partner organizations, and communities to identify barriers to parent support and wellness, interrupt their negative impact, and eliminate the persistent disparities in child outcomes.

Learn more about our Strategic Direction at www.peps.org/about/our-strategic-direction.

Grow our Reach and Impact

PEPS is committed to breaking down barriers and making our services accessible and reflective of our values and commitment to racial equity. Our organization has invested in our partnerships and will continue to approach our partnership work with the lens of re-imagining what's possible through authentic, responsive relationships. And we will continue our work to cultivate a culture of belonging and inclusion for all parents in every group.

Families participating in a virtual Newborn PEPS Group

Virtual Parent Peer Support

The transition to parenthood and welcoming of a new baby increases family stress. New parents are particularly vulnerable and may be physically isolated, healing from birth, experiencing perinatal mood and anxiety symptoms, and coping with sleeplessness and exhaustion. Stresses from the transition to parenthood can be substantial for any family and are heightened for families with a history of oppression, trauma, or poverty.

Our unique preventative approach in offering supportive peer groups helps parents to build social connections and become more resilient, form a lasting support network, and gain access to vital information on parenting and child development to support healthy attachment. PEPS Groups relieve the stress and isolation experienced by parents by providing a non-judgmental, supportive community of peers to effectively promote the loving bond between a child and caregiver that is essential to healthy development.

After participating in a PEPS Group...

SOCIAL SUPPORT

86% of parents felt less isolated

CHILD DEVELOPMENT SUPPORT

80% of parents expressed increased understanding of child development

EMOTIONAL SUPPORT

74% of parents felt more confident in their ability to parent well

PARENTING SUPPORT

82% of parents learned about baby's needs and how to respond to these needs

INFORMATIONAL SUPPORT

51% of parents learned about local resources new to them

In 2021, we provided critical support and resources to families virtually. Parents and caregivers connected weekly over Zoom meetings and WhatsApp text threads and video calls. In each of these weekly meetings, we facilitated meaningful conversations on discussion topics meant to support families. All groups were led by trained facilitators, grounded in a research-based curriculum informed by the Strengthening Families™ framework which outlines 5 protective factors of family wellness proven to increase attachment, foster healthy brain development, and lay the foundation for successful early learning.

PEPS connected 2,996 parents in 278 PEPS Groups in 2021! Supporting families through the early — and later! — stages of parenting is what we do.

"I know a lot has been written about the impact raising this next generation to be anti-racist can have on future generations, but I think there's also immense power in how the process of parenting can actually teach and transform the parents themselves right now. Through engaging with kids on racism, parents will become aware of their own role in perpetuating our white supremacy culture and racist system and hopefully get activated to dismantle it."

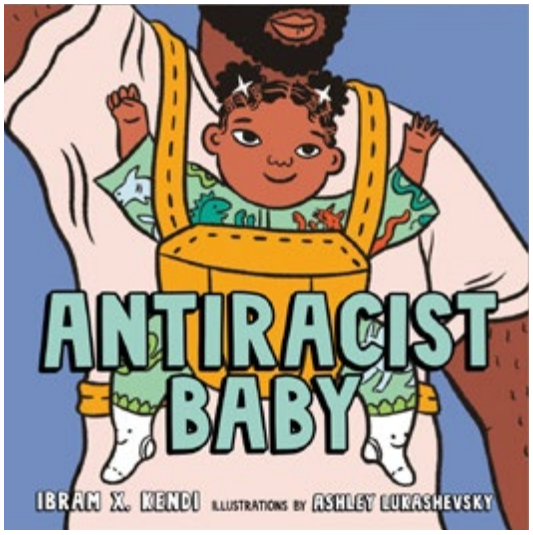
— Vidya Vasu-Devan, PEPS Board Member

Grow our Reach and Impact

Anti-Racism Work

To counter racism and bias, PEPS encourages parents to acknowledge, name, and talk with their children about race and racism — early and often. We strive to provide parents with tools and resources to raise anti-racist children.

Within each PEPS Group, we have been making changes to ensure that families are having conversations about race, gender, class, and intersectionality through education, resource sharing, and discussion. This is ongoing, critical work that began years ago, and we are committed to continuing. In 2021, we took several concrete steps to strengthen our commitment to equity within PEPS Groups.



Front cover of the *Antiracist Baby* board book by Ibram X. Kendi.

Conversations about social identity and race in PEPS Groups: We worked with consultants to support Group Leaders in facilitating our required Social Identity Development topic and developed a video for PEPS Groups to watch to launch discussions on this topic. We also partnered with Families of Color Seattle (FOCS) to offer two workshops on Undoing Racism and Teaching Equity to our Children for the PEPS community.

Curriculum reviews: We invested in having the PEPS curriculum reviewed through both a trauma-informed and LGBTQIA+ inclusiveness lens. We also contracted with Families of Color Seattle (FOCS) to conduct an anti-bias review of our Parents of Adolescents and Teens (PAT) program curriculum.

Concrete resources: We enhanced our anti-racist parenting resources webpage with relevant information and reference materials, with continuous updates and new resources. We mailed out copies of the baby board book *Antiracist Baby* by Ibram X. Kendi, purchased from Estelita's Library, a Black-owned bookstore in South Seattle. More than 1,800 copies were sent to participants in PEPS Newborn, Second Time Around, and Baby Peppers Groups, as well as Group Leaders.

Grow our Reach and Impact

PEPS Program Team members meeting with partners at TAPS from North Carolina, PIP from Austin, plus NISO Programs and Open Arms from Washington State.

Community Partnerships

Working towards collective impact, PEPS has cultivated a variety of partnerships to creatively support and connect parents both within and outside of Washington state.

In 2021, our organization continued to focus on developing a collaborative and holistic approach that encompassed both community-based partners and Network Partners to serve 702 parents through these partnerships.

Through **collaboration with 8 community partners** (nonprofit organizations serving under-resourced families in Snohomish, King, or Pierce County) we supported organizations that serve Spanish-speaking parents, Black moms, parents living in low-income housing, parents of children with developmental delays or disabilities, and more.

We extended continuous support to our community-based partners by sharing resources, information, and learnings. One example is our partnership with NISO Programs, where Spanish-speaking families with children ages zero to five joined in community with others that shared their language and culture. They built connections and found support among other parents going through the same stage of parenting. The families also shared community resources for food, services, supplies, and events. Learn more about this partnership in our blog post, Paving the Way for Connection: blog.peps.org/2021/07/01/paving-the-way-for-connection.

> ***The partnership with PEPS is helpful because you let me tell you what my community needs, [and] don't try to tell me how to do it."***
>
> ***— Alma Gonzales, Founder & Director, NISO Programs***

The Network Partner organizations we collaborate with are embedded in specific communities and lend us their expertise and guidance on cultural adaptations, recruitment, and barriers that prevent parent participation. Our staff listened, learned, and adapted our model to be responsive to diverse groups of parents. We invested in our partners, not only with time but also financially to support and uplift their work. Moving forward, we will continue to grow our reach and impact by investing in partnerships that bring peer support to underserved communities.

Through **partnerships with 11 Network Partners** (nonprofit organizations or small businesses serving families outside of the PEPS service area), we have expanded our reach geographically beyond King and Snohomish County to serve families in Texas, Hawaii, North Carolina, and more.

2021 PARTNERSHIPS WITH COMMUNITY-BASED ORGANIZATIONS

ChildStrive | Mercy Housing Northwest | NISO Programs
Open Arms Perinatal Services | Sistema Escolar
Southwest Youth and Family Services | Valley Medical Center
Wonderland Child & Family Services

2021 NETWORK PARTNERS

HBHM Piko Pals | Martha's Table | Mercer Island Healthy Youth Initiative
Partners in Parenting (PIP) | Room One | Seattle Families of Multiples
Temple B'nai Torah | The Foundry
Triangle Area Parenting Support (TAPS)

The Impact of PEPS

"I can't even imagine what it would be like to have had the rest of that pregnancy without the expectant parents group with PEPS. You know, it was so powerful to be there with other people that were pregnant during a pandemic trying to figure this out together."

— Catherine C., Virtual Connecting the Expecting PEPS Group participant

Innovate our Approach to Parent Support

Community and connection are at the center of everything we do at PEPS, and we are committed to approaching parent support in innovative ways. To work towards this goal we've expanded the parenting stages we serve, are developing and piloting affinity groups, and are utilizing technology to further our work.

Supporting Expectant Parents

Expecting a baby can be one of the most exciting times of a parent's life. It can also be riddled with anticipation and uncertainties. The need to hold space and build connection for expectant parents facing increasing stress, anxiety, and isolation as they adjust to life with a baby is even more critical as we navigate a global health pandemic.

In response, PEPS introduced Connecting the Expecting, our program for expectant parents, which began as a pilot program. The series saw such positive response and overwhelming registration that **we began offering Connecting the Expecting as a permanent program in 2021, serving more than 285 parents and many more to come.**

Expectant parents participating in a virtual Connecting the Expecting PEPS Group with Group Leaders.

Innovate our Approach to Parent Support

Expansion of Parenting Stages Served

For many years, PEPS has heard from our community there is a gap in peer-support services for parents and caregivers of adolescents and teens. Through generous grants from King County Best Starts for Kids and the Jolene McCaw Foundation, **we developed a virtual pilot program for Parents of Adolescents and Teens (PAT)**. By creating groups for parents of teens, PEPS hopes to increase positive communication and parental knowledge of tools to support their teens on the road to adulthood.

> *"...I found that learning alongside and making connections with other parents of teens is such a powerful way to increase my skills and confidence as a parent. Just knowing...that we all encounter challenges and can face them together...makes it easier to handle the challenges."*
>
> *— 2021 virtual pilot PAT Program participant*

The development of the PAT Program started in 2020 with a landscape analysis to get a sense of the community's needs. This involved PEPS conducting focus groups and interviews with community experts, parents, and adolescents.

In January of 2021, we hired a PAT Program Manager and started to develop the PAT program and curriculum. In the same way that PEPS Newborn Groups draw from the Strengthening Families ™ framework, our PAT curriculum draws on the complementary Youth Thrive Framework that addresses social connection and resilience as it relates to older children.

In April of 2021, we hired and trained facilitators and started pilot groups. We also partnered with two local community-based organizations, Mercer Island Healthy Youth Initiative and Sistema Escolar to offer the pilot PAT Program to Mercer Island residents and Spanish-speaking families.

From April to December 2021, we ran 21 virtual pilot groups in English and Spanish, serving more than 115 families.

We collected data throughout the pilot so that we could evaluate program outcomes and make changes to improve the program. We had a lot of positive feedback and exciting outcome data.

After participating in a PAT Group...

CHILD DEVELOPMENT SUPPORT

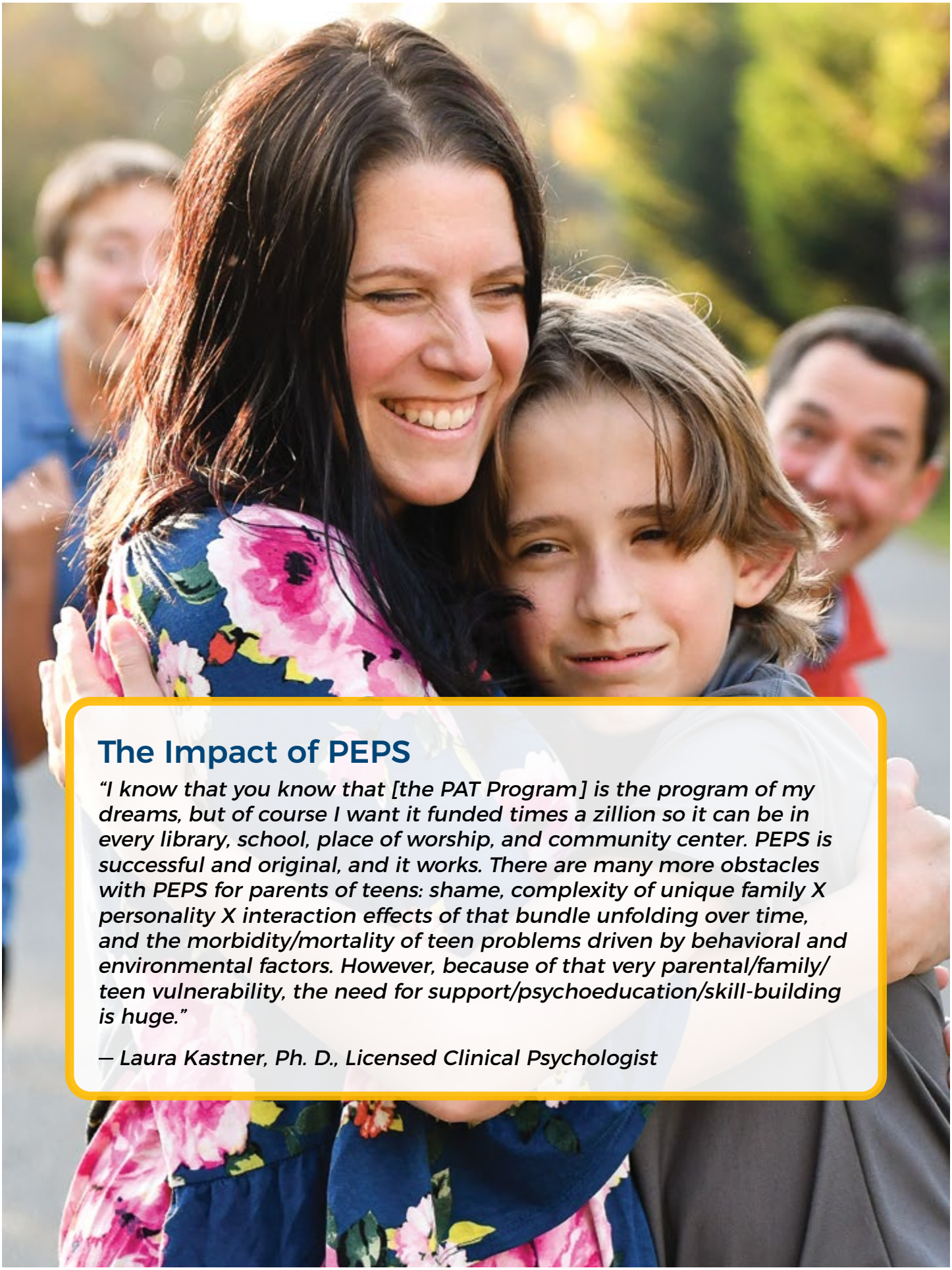
90% of parents who participated said their PAT group helped them find ways to support their adolescents across a variety of issues.

EMOTIONAL SUPPORT

88% reported that PAT gave them strategies for responding to their adolescent's psychological and emotional needs and they learned ways to engage with their child.

PARENTING SUPPORT

87% said that their PAT group increased their confidence in their parenting abilities.



The Impact of PEPS

"I know that you know that [the PAT Program] is the program of my dreams, but of course I want it funded times a zillion so it can be in every library, school, place of worship, and community center. PEPS is successful and original, and it works. There are many more obstacles with PEPS for parents of teens: shame, complexity of unique family X personality X interaction effects of that bundle unfolding over time, and the morbidity/mortality of teen problems driven by behavioral and environmental factors. However, because of that very parental/family/teen vulnerability, the need for support/psychoeducation/skill-building is huge."

— Laura Kastner, Ph. D., Licensed Clinical Psychologist

The Impact of PEPS

"PEPS provided comfort for me; knowing that because I was a parent of a newborn and I was a first-time parent, that I didn't know what I was doing, no one else knew what they were doing, and I felt comforted knowing that I wasn't the only person feeling alone or like I was doing something wrong."

— Shinah L., 2021 Newborn PEPS Group and pilot LGBTQIA+ Affinity Program participant

Innovate our Approach to Parent Support

Affinity Programs

In 2021, we introduced a series of online pilot peer-support groups for two affinity groups, one for parents and caregivers who identify as LGBTQIA+ and one for single parents.

We heard from parents of children with developmental delays and disabilities, they desired a parent support group specific to their situation and needs. Based on this feedback and a community needs assessment, we learned these families are in great need of support, but have limited time to attend weekly meetings. As a result, we partnered with Wonderland Child and Family Services to offer a peer-support program for parents caring for children with developmental delays and disabilities. To address the combination of barriers like time, transportation, and internet access, we offered this affinity group as a text-based program through WhatsApp, a messaging app, to share resources and images, and facilitate discussions each week.

Altogether, we served 80 parents across 7 pilot Affinity PEPS Groups and will continue to explore and introduce new pilot programs based on parent and child identities.

Group Leader Training & Support

Over the course of 2021, our staff and Group Leaders have been dedicated to supporting parents through the pandemic and worked together tirelessly to facilitate 278 PEPS Groups virtually.

Throughout the year, we created moments of connection with our community through a variety of online community events and workshops, hosting more than 415 attendees virtually. We launched Vairkko, an online training platform, for our Group Leaders in 2021 and rolled out 50+ hours of virtual training. This flexibility allowed facilitators to work at their own pace, in the comfort of their own space, and increases options for Leaders from a wider geographical area to participate.

> *"...Thank you for all the support you've offered me along the way. I'm glad that PEPS has been a great leader in adapting to the COVID situation and promoting conversations about racism and racial identity while continuing to serve the needs of new parents."*
>
> *— Virtual Newborn PEPS Group Leader*

Advocate for More Equitable Policies

We are embracing our responsibility to leverage the large community of parents in our network and will engage with issues and policies that affect parents and babies.

Engage in Advocacy

Engaging in advocacy is new for PEPS, and it has been a learning process.

In 2021, we worked with a consultant to conduct a landscape analysis to identify areas PEPS could have the most impact. Guided by what we learned about the needs of parents in the community through our 2019 Community Assessment, we conducted 15 interviews with stakeholders and coalition leaders involved in advocacy and policy locally and in Washington state. We focused on three broad buckets: Maternal and Child Health, Early Learning, and Basic Needs.

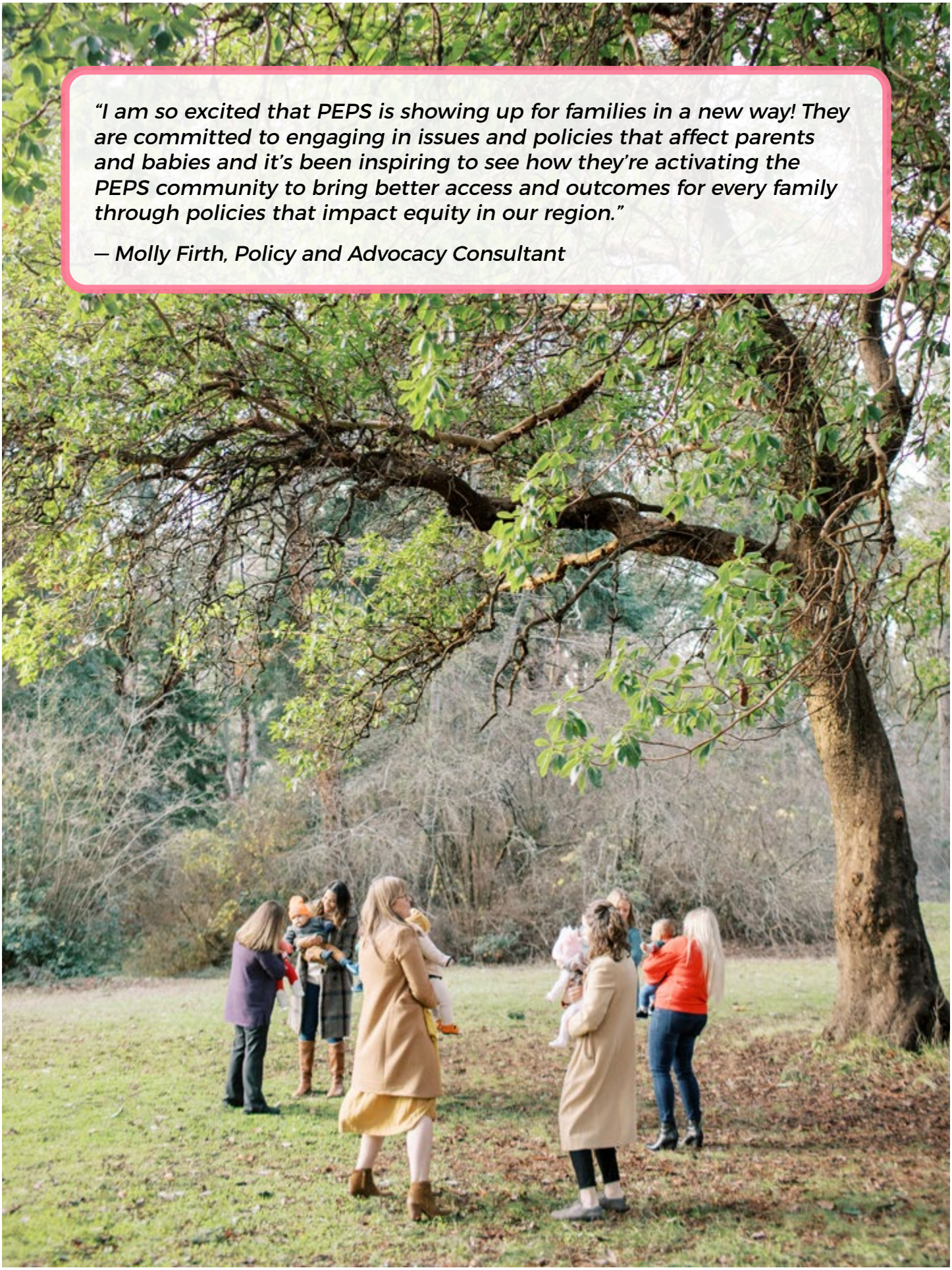
Following the Landscape Analysis, PEPS joined three coalitions working together toward these issues: the Prenatal to Five Relational Health Workgroup, the Early Learning Action Alliance, and the Work and Families Coalition. In these coalitions, PEPS is listening, learning, and gathering information to inform and activate our community.

We developed an Advocacy Workgroup comprised of staff and board members and prepared for the 2022 legislative session by engaging in coalitions and evaluating policy proposals through an equity lens. And we conducted advocacy learning sessions with staff and developed communication about our priority issues.

Influence for Action

Going forward, we plan to leverage the large PEPS network of parents, past participants, volunteers, and donors to engage and uplift more equitable policies that support families. We hope the PEPS community will help shape and contribute to the development of policy priorities.

As we work on furthering our advocacy strategy and platform, we will continue to share updates and ask you to join us. Learn more about advocacy at PEPS at www.peps.org/about/advocacy.



"I am so excited that PEPS is showing up for families in a new way! They are committed to engaging in issues and policies that affect parents and babies and it's been inspiring to see how they're activating the PEPS community to bring better access and outcomes for every family through policies that impact equity in our region."

— Molly Firth, Policy and Advocacy Consultant

PEPS
www.peps.org

Strengthen Organizational Effectiveness

We strive to develop, build, and support our staff and volunteers and are committed to workplace equity, professional development, employee health and wellness, and learning and connection.

Staff Development and Support

PEPS is committed to building a trust- and strengths-based organizational culture, where all staff work with a consultant and coach to further develop our individual and collective strengths. Throughout the year, several team members also participated in a variety of professional development courses and conferences, earning certificates in fundraising and financial management.

PEPS Staff gathering for a virtual training.

Strengthen our Race Equity Culture

Our board and staff are committed to operating with a racial equity lens, which means racial equity is embedded in our organizational culture, policies, and practices.

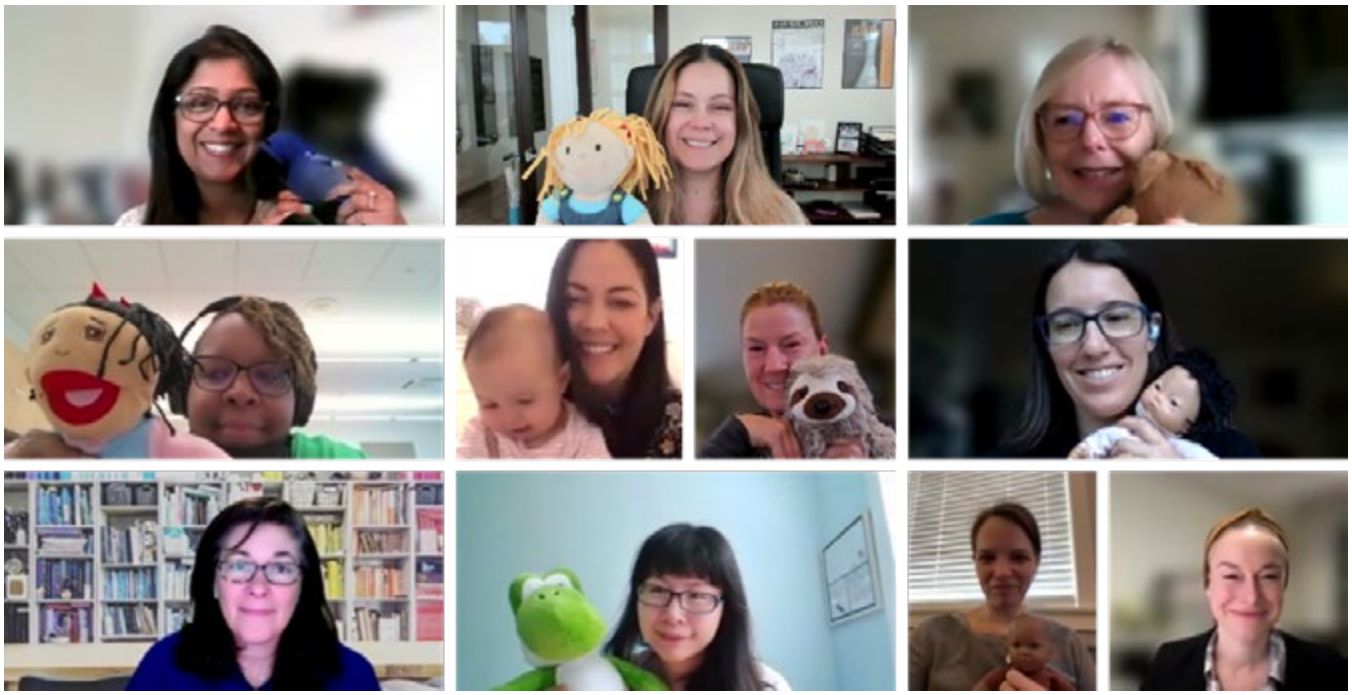
Since starting our journey with access, diversity, equity, and inclusion in 2016, we have been committed to recognizing and learning from our past and engaging in honest reflection. We have been taking action to make our services more available and accessible to communities who want them and making every PEPS Group a place where the diversity of identities, perspectives, and experiences is acknowledged, nurtured, celebrated, and valued.

In 2021, PEPS staff also worked with organizations and consultants locally and from across the country to engage in learning about ableism, disability justice, and anti-bias recruiting and hiring practices. Staff also participated in a program to develop a shared language, along with frameworks and skills around white dominant culture, anti-Blackness, institutional racism, and racial equity. This is an ongoing commitment, and we recognize that we will never be “done” with this work.

Strengthen Organizational Effectiveness

Group Leader Connection and Collaboration

PEPS Groups are successful thanks in large part to our incredible community of Group Leaders.



PEPS Group Leaders practicing role playing during a virtual Advanced Facilitation Training session.

In 2021, we provided 450 hours of extensive training to more than 150 Group Leaders to lead inclusive conversations on 50 discussion topics. PEPS Groups had access to 90 Guest Speakers who volunteered to share their expertise by attending PEPS Group meetings and presenting on their area of expertise, ranging from child development to sleeping and feeding, and many more.

Our Leader Impact Manager and Community Connectors moderated an active Facebook group for Leaders with more than 465 members to share ideas, challenges, and tips. Group Leaders were eager to participate in the nine virtual chats offered throughout the year, seeing it as an opportunity to build connection and a network of support with one another.

Our Program Team worked closely with consultants to provide Advanced Facilitation Training and support for Group Leaders to strengthen their skills leading the discussion topics on Social Identity Development, Racial Identity Development, Mindfulness, Resilience, as well as Emotional Changes and Challenges. Additionally, PEPS partnered with Families of Color Seattle (FOCS) to offer a virtual workshop for Leaders, staff, and board members on Interrupting Microaggressions.

"Receiving an email from a past participant from 10 years ago saying how much their PEPS experience meant to them and how they would like to give back to other parents is what makes me proud to be working for this wonderful organization. I love witnessing PEPS provide support for families in even more parenting stages now and the connection and sense of community parents and Group Leaders are building."

— Swarnima Aswinkumar, PEPS Leader Impact Manager

"I really feel this organization is doing such wonderful things! The inspiring leadership, agility of adaptability, consistency with mission & values, and the drive to support parents has been commendable! So glad to be a part of it all."

— PEPS Donor

Your Investment at Work

2021 was yet another challenging year as the pandemic and political turmoil continued, having a profound impact on the world, this country, our work at PEPS, and the families we serve.

We are not yet serving the same amount of parents as we were pre-pandemic and as a direct result, our program fee revenue is still lower, comprising only 14% of our annual budget.

Although we were unable to bring our community together in person for our annual Benefit Event, we adapted and innovated, hosting our first-ever virtual fundraising event.

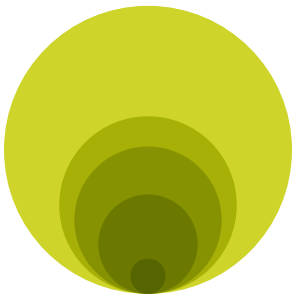
While our community came together and helped us raise funds, the decline in donor numbers and multi-year giving commitments continued. As well, we observed foundations and corporate funders shifting their giving to fund basic needs and racial and social justice work.

In this context, we are extremely grateful to those who continued to support our mission and work or joined our giving community for the first time with their investment of time, expertise, and financial resources: our committed board members and staff, our community of volunteers, donors, funders, sponsors*, and our community partners. We are also grateful to the US government for providing a second Paycheck Protection Program (PPP) loan in 2021 that was fully forgiven. The combined efforts of our giving community allowed us to adapt, pivot, and build new ways to connect parents in extremely isolating times.

In all of this, as an organization, we are operating with a community-centric abundance mindset which includes investing in and uplifting the work of other organizations throughout our programmatic, fundraising, and organizational work. In 2021, we featured the work of our program partner organizations through our annual GiveBIG fundraising campaign and we contributed 15% of the money we raised during our end-of-year campaign to Families of Color Seattle (FOCS).

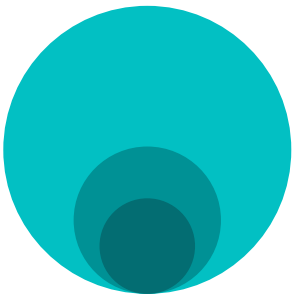
**Volunteers: www.peps.org/volunteer/2021-peps-volunteers | Donors, funders, sponsors: www.peps.org/give/supporters/donor-list*

Revenue $2,043,489



- 62% Individual Gifts
- 14% Program Fees
- 12% In-Kind
- 10% Grants
- 2% Corporate Giving

Expenses $1,851,445



- 71% Programs**
- 18% Fundraising
- 11% Admin

Net assets as of December 31, 2021: $1,561,585

***Program expenses include:*

- *New program development*
- *Curriculum development and support*
- *Group Leader recruitment, training and support*
- *Program evaluations*
- *Partnership development and support*
- *Community engagement*
- *Group registrations and systems*
- *Customer service*
- *Parenting resources*

2021 PEPS Board of Directors and Staff

Thank you to all of our enthusiastic and committed board and staff!

2021 PEPS Board of Directors

Tracy Cutchlow (President)
Lesley Edwards
Suzanna Fix
Jeff Hignite (part year)
Rebecca Koladycz (Secretary)
Caroline Koplowitz (Treasurer)
Julianna Rigg Hillard
Beth Trakimas (Co-President, part year)
Chezik Tsunoda
Vidya Vasu Devan
Leslie Wander
Kathryn Zetzer

2021 PEPS Staff

Patricia Andre-Edgar, Communications and Marketing Director
Swarnima Aswinkumar, Leader Impact Manager
Sarah Bahn, Communications and Marketing Coordinator
Zoe Barker-Aderem, Donor Relations Manager
Jennie Capron, Community Connector
Sarah Crystal, Program Manager, Parents of Adolescents and Teens
Michelle Geller, Finance and Administrative Coordinator
Maria Alejandra Gomez, Community Connector
Dana Guy, Executive Director
Polly Jirkovsky, Partnership Manager
Marion Mohrlok, Development Director
Cari Morales, Operations Director
Sierra Morris, Donor Relations Coordinator
Christina Phelps Shaw, Data Specialist (part year)
Allanah Raas-Bergquist, Operations Manager
Jaz Robinson, Operations Coordinator
Kintea Rossiter, Program Director

"One of the main reasons it was so important for me to meet with other new parents was that it helped me see that my frustrations and challenges in parenting were normal. Instead of feeling shame and creating a vicious cycle that led to more stressed-out parenting, I realized what I was experiencing was perfectly normal, and that I wasn't alone; this helped me find the humor in the daily frustrations and opened up discussions on real strategies for how to more positively address parenting situations. That helped me lighten up as a parent, which in turn created the space for more patience in my parenting."

— Rebecca Koladycz, 2021 PEPS Board Secretary

Looking Forward

2021 brought on challenges we hadn't anticipated, and we are especially grateful for the support of our community that bolstered our ability to further adapt and develop. As an organization whose core mission is to foster community and facilitate connection for families, we are wholeheartedly committed to helping parents adjust to their roles by connecting them with other parents going through their parenting journey at the same time.

Engage — Take Action — Join Us!

Interested in supporting families to find support and build community? Get involved today!

- ✓ Join a PEPS Group
- ✓ Lead a PEPS Group
- ✓ Share your expertise as a Guest Speaker
- ✓ Join our Advisors and Ambassadors Network
- ✓ Invest in PEPS
- ✓ Tell a neighbor, colleague, or friend about PEPS
- ✓ Sign up for our newsletter