

Accountability Report 2010



Program for Early Parent Support
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Content

- PEPS Leadership Message 3
- PEPS Mission, Vision, Values 4
- How PEPS Helps Build Stronger Families 5
- PEPS Programs 7
- PEPS Stories 9
- PEPS Volunteers 11
- PEPS Annual Luncheon 15
- PEPSapalooza 16
- PEPS Donors and Supporters 16



"I recently participated in PEPS and I wanted to pass along to you what an amazing program I found it to be. After giving birth I really felt completely alone - joining PEPS was the best thing I ever did. The group was amazing - it gave me such a wonderful support network, and I have made many friends that I am sure will be for life. In my opinion every new mom about to give birth in the area should be told about PEPS - I can't even imagine how different my life would be without it." ~ Caroline, 2010 PEPS parent



PEPS Leadership Message

I would first like to thank all of our PEPS ambassadors for their tremendous support.

I am continuously amazed and impressed with the amount of time, passion, dedication and financial support we receive each and every day.

Our 27 years of existence is a testament to the real need for parent support in our community. We could not have provided these services for so long without the loyal support we receive from the PEPS community.

I am proud of what we have all accomplished together in 2010. The PEPS Newborn Program continues to be our stable, core program. We met our goal of increasing registrations and total number of PEPS Groups offered, and finished the year serving 180 Newborn Groups, up from 165 in 2009. We also saw a steady increase in our yield from families who register for a group placement to those who accept a group placement. In addition, we doubled the amount of Newborn Groups in Snohomish County. These results can be attributed to the attention paid to all touch points and communications with each participant through the cycle of registration to group placement. We also developed a new protocol for evaluations for the Newborn program, and implemented evaluation tools to test PEPS participant outcomes in areas related to five protective factors for family wellness.

Our site-based Baby Peppers program for parents of 5-12 month olds, and Little Peppers program for parents of a toddler and newborn, continue to hold steady as we refine and standardize the curriculum and offer a variety of site options. Our immediate focus on increasing the quality of these programs and fine tuning the execution is starting to generate increased satisfaction rates.

In 2010, fundraising accounted for approximately 50% of our budgeted revenue. 75% of our contributed revenue comes from individuals, and over 95% of those individual donors have participated in a PEPS Group.

Our two major fundraising events, the Annual PEPS Luncheon and PEPSapalooza, both met aggressive attendance and fundraising goals. This proves that even in a time of economic uncertainty, our PEPS community will donate and give back so that future new parents have the same support they had.

In 2010, we embarked on a very productive Strategic Planning process. Through this process, we revisited our Vision, Mission and Values, and facilitated healthy discussions and agreements around who we are, what we stand for and what we do best. Additionally, the Strategic Plan resulted in providing a framework for our future operational plans, and our board and committee goals moving forward.

It has been a particularly fulfilling first full year for me as the Executive Director, and an exciting year for the development of our board and staff. I am proud to say that PEPS is financially stable, and we are developing program options for more parents that reflect the needs of today's new parent, increasing the amount of families we serve, and investing in future growth.

Thank you for your trust in our leadership.

Sincerely,

Laura Kussick, PEPS Executive Director

PS: Please never hesitate to contact me with your ideas, comments and thoughts at laurak@peps.org or 206-547-8570ext.25.

Mission

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

Vision

Our vision is of communities where:

- No new parent feels isolated, ill-equipped, overwhelmed, unsupported, or insecure.
- All parents develop the confidence to build strong, healthy families.
- All children grown up in a social environment that allows them to thrive.

Values

PEPS' values are the enduring principles that guide our individual and collective actions, our interactions, and our decision making.

- **Community:** We are passionate about and promote the role of community in creating and sustaining strong, healthy families.
- **Peer Support:** We abide by the philosophy that mothers and fathers are uniquely qualified to support each other in addressing the challenges of early parenthood.
- **Respect:** We foster a culture that is respectful and inclusive of all people and families and diverse ideas and values.
- **Quality:** We deliver outstanding parenting programs and exceptional service to all PEPS participants and partners.
- **Integrity:** We are trustworthy, honest, fair, and ethical.
- **Stewardship:** We preserve and enhance the organizations financial, human, and physical resources.

2010 PEPS Board of Directors

Adrienne Keffeler, President
 Dan Raymond, Treasurer
 Gretchen Salazar, Secretary
 Jean Brumder (part year)
 Katie Drucker Thompson
 Jan Faull (part year)
 Stacey Fitzpatrick
 Alicechandra Fritz
 Leann Groby
 Matt LaMotte
 Sarah Makar
 Ted Meenk (part year)
 Cliff Meyer
 Andrea Radosevich
 Marni Seneker
 Dr. Carolyn Sherman
 Christina Stewart
 Kate Vaughan
 Susan Ward
 Karianna Wilson

2010 PEPS Staff

Hilary Anderson, Development/ Program Assistant
 Janelle Durham, Program Director
 Shannon Hobbs, Program Associate
 Laura Kussick, Executive Director
 Marion Mohrlak, Development Director
 Cari Morales, Program Coordinator
 Cate Palmer, Volunteer Manager
 Mary Power, Program Director (part year)
 Pam Tharl, Finance & Human Resources Manager

How PEPS Helps Build Stronger Families

PEPS serves our community as a universal, preventative model of family support. This means we welcome all new parents, with the goal of increasing family wellness. Research has shown there are 5 key protective factors that strengthen families and prepare parents to cope with life stresses. Read on to learn more about these factors, how participating in a PEPS Group builds these strengths, and see results from our 2010 group evaluations regarding how effectively we are achieving this goal.

1. Social connections:

- Families are stronger when the parents have a network of relationships with trusted people who provide concrete support, emotional support, and helpful advice.
- PEPS helps connect parents with other families in their area with children the same age, and encourages them to meet long beyond the initial 12 weeks of a PEPS Group so they have on-going connections.
- On our post-group evaluations from 2010, parents were presented with a series of statements about possible outcomes of a PEPS Group, and asked whether they agreed or disagreed that they had this experience in their PEPS Group:
 - 86% agreed “In my PEPS Group, I met new people who support me as a parent, and who offer helpful advice on parenting issues.”
 - 86% agreed “Participating in a PEPS Group helped me to feel less isolated than I otherwise would have felt.”

2. Secure attachment:

- Families are stronger when the parents have a positive, nurturing relationship with the child.
- In PEPS Groups, when we sing songs, or talk about infant sleep needs, or have guest speakers share information about infant massage or reading to baby, we model and teach activities that increase attachment.
- On post-group evaluations:
 - 79% agreed “Being in PEPS increased my confidence about my ability to parent well.”
 - 64% agreed “In PEPS, I learned ideas and observed techniques for how to respond to a baby’s needs, baby’s communication cues, and/or crying.”

3. Parental resilience:

- Families are stronger when parents have skills for reducing stress through self care, managing day-to-day challenges, asking for help when needed, and finding meaning in adversity.
- At PEPS, when parents share their “highs and lows” or their successes and challenges of the week, all the group members learn about managing daily routines, preparing for challenges, preventing crises, and problem-solving.
- On post-group evaluations:
 - 72% agreed “My PEPS Group reinforced the importance of not ignoring my own needs, and gave me ideas for balancing my needs and baby's needs.”
 - 65% agreed “Participating in PEPS helped me feel less overwhelmed, and gave me tools for reducing or managing stress”
 - 80% agreed “Being in a PEPS Group helped me understand that mixed feelings are normal, and also taught me how to seek emotional support when things are especially hard”

4. Knowledge of parenting and child development:

- Families are stronger when parents understand typical patterns in what a child is developmentally capable of, how parents need to care for a child based on its developmental state, and how to enhance development.
- Each week at PEPS, parents watch the other babies, and watch other parents' responses to their babies. This helps shape their understanding of development. PEPS' topics, resources, and guest speakers inform them of developmental milestones.
- On post-group evaluations:
 - 96% agreed "Watching other babies at PEPS helped me understand that different children develop differently, reaching developmental milestones at different times."
 - 80% agreed "At PEPS, I learned about activities that enhance baby's development (songs to sing, games to play, books to read, places to go)"
 - 72% agreed "At PEPS, I learned different ways parents cope with the fact that babies can't always do what we want them to do (e.g. sleep thru the night, self-soothe)."

5. Concrete support for families:

- Families are stronger when they are connected to community resources that support the needs of parents and children.
- On the PEPS website, we list local social service agencies, plus a wide array of websites of interest to parents, including sites with research-based information on child development. At PEPS Groups, leaders and group members share all the resources they've found, including helpful books, local resources, child care options, and more.
- On post-group evaluations:
 - 78% agreed "At PEPS, I learned about local resources for families (e.g. social services, fun places to go, good places to find baby supplies)."
 - 66% agreed "At PEPS, I met people who could help me in an emergency or unexpected situation."

The early months and years of parenting are often challenging and stressful. They are also the time when a family begins to define itself – when the parents begin to figure out what kind of parents they want to be. Participating in PEPS helps get the parents off to a healthy start, helping them to develop skills with the tools they will be using throughout their parenting years.



"Well, I wasn't fortunate enough for PEPS to exist when I was a new mom. But, I *do* know why PEPS is so important to our community. As a parenting educator and author for the past 25 years, I've been researching what it takes for moms and dads to raise happy, thriving and resilient kids....

HUNDREDS of them have told me how important their PEPS Group was – and is – for them and their babies...

What I've found is that PEPS offers a unique experience that can't be matched by any book, class ... or even the advice of a mother-in-law...."

~ Jan Faull, Parent Educator, Author, PEPS Board Member and 2010 PEPS Luncheon Speaker

**Over 2,400 families served
in 2010 through PEPS'
Parent Support Programs**

PEPS Programs

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. In 2010, we continued the trend



of increasing numbers of evening groups (60%) over daytime groups (40%). 58% of our families had just one parent attending PEPS with the baby, but 42% attended as a couple. Of those couples, 5% had same-gender partners, and 95% had opposite gender partners.

**180 Groups –
1,579 families**

PEPS partners with Jewish Family Service to offer Newborn Groups with a curriculum focus on Jewish tradition. Two PEPS/JFS Groups were held in 2010.

In partnership with Seattle Families of Multiples, PEPS offered six Newborn Groups composed exclusively of parents of multiples (twins or more).

Orientation for Newborn Program

PEPS Orientations aim to introduce expectant and new parents to PEPS with a discussion about the early weeks of parenthood and the importance of a support network. Orientations are offered three times a month in Seattle and on the Eastside (day and evening).

**311 parents
served**

Baby Peppers and Little Peppers Program



Baby Peppers serves parents and babies ages 5 – 12 months. Little Peppers serves families with two or more children under the age of three.

**24 Groups –
243 families**

Groups were held at six sites: West Seattle (Youngstown Cultural Arts Center), Wallingford (Good Shepherd Center), South Seattle (Parent Trust), in Bellevue (KidsQuest Museum and the Little School), and in Snohomish County (Trinity Lutheran Church). Group facilitators oversaw group activities that consisted of large motor activities, singing, early learning, toddler play, parent

sharing and topic discussion.

Parent Talk Lecture Series

The PEPS community was invited to attend 12 PEPS sponsored lectures on topics of interest and concern to new parents today. Topics included Potty Training, Positive Discipline, Sign Language for Babies and more.

**12 Lectures –
314 parents**

Supplemental Group

Our supplemental groups offer monthly meetings for groups of parents with unique needs. These drop-in groups are offered free of charge to anyone who is enrolled in a weekly PEPS Group (Newborn, Baby Peppers, or Little Peppers.)

In 2010 we offered two supplemental groups to the PEPS community – the Single Parents Group and the LGBT Parents (Lesbian, Gay, Bisexual, Transgendered) Group. Each Group met once a month and shared personal stories, topic discussion and resources. Monthly attendance at these groups ranged from five to nine families.

Expansion to Snohomish County

With the continued support of The Boeing Company, PEPS formed 12 Newborn Groups in Snohomish County in 2010, up from seven in 2009. We also offered drop-in groups in conjunction with the Snohomish County YMCA in three locations – Mill Creek, Mukilteo and Everett. The drop-in groups were ultimately canceled because of low attendance.

**12 Groups –
88 parents**



Bryn Holmberg (right), 2 months, of Edmonds, enjoys the scenery as her mother, Danielle, enjoys the conversation with mothers Mary Vogelzang (left), of Shoreline, holding daughter Amelia Faber, 4 months, and Cheryl Kilmer, of Lynnwood, with her son Barrett, 3-and-a-half months, during a meeting of Program for Early Parenting Support (PEPS) at Vogelzang's house in Shoreline. PEPS is a King County-based organization that helps new parents with newborns, babies and toddlers. The group shares what they're going through, and offers advice and parenting resources.

~ From: *Herald Times*, January 2011

Two Generations of PEPS

Over the years we've collected many testimonials about how PEPS has made a lasting impact on the lives of new parents in our community, but it was especially intriguing recently to listen to the story of a family with two generations of PEPS participants. Laura Glass and her daughter Jennaca Bowker sat down with PEPS staff to share their PEPS experiences. Jennaca's five-month old daughter, Mackenzie, looked on with wide eyes and an adorable toothless smile.

Laura, who currently lives in Stanwood, joined PEPS in 1986 as a Ballard resident. Just in its third year, PEPS was the only organization in the Seattle area that helped parents of infants and young children meet the challenges of parenting through support and shared information. It still holds that unique role today.

Laura heard about PEPS from Geri Kaperak, a neighbor who she babysat for at the time. Geri was a volunteer PEPS facilitator and encouraged Laura to try the program out. As luck would have it Laura ended up being in a group facilitated by Geri. Laura recalls that her group of ten new moms met consistently once a week on Wednesdays at 10am for six months. She remembers rotating meetings among everyone's homes, laying blankets on the floor for the babies to lie on and enjoying snacks that each mom took turns bringing.

As one of the first in her peer group to have a baby, Laura found her PEPS experience to be

invaluable. "It was nice to have a support group with other women going through the same thing...sharing how to raise your kids and be the best parent you can."

Once Geri completed her role as facilitator, the group continued to meet regularly until the kids started kindergarten. Laura and the other moms met for dinner from time to time, and more than two decades later Laura remains in touch with some of the members of her group on Facebook.

Shortly after Jennaca had Mackenzie, Laura suggested she see if PEPS was still around. After calling the PEPS office and discovering that she was eligible for a scholarship, Jennaca

joined her Newborn PEPS group of nine Moms and Dads in Shoreline. The group met in the evenings once a week. Once the facilitated twelve-week portion came to an end, the parents decided to continue their meetings on a monthly basis.



"My PEPS group has given me the opportunity to meet families with babies close in age. It is fun to see them begin interacting together and building new friendships."

It was a unique evening listening to Jennaca and Laura share their experiences with each other and with us, one for the PEPS archives. Perhaps, a similar visit will be paid to Mackenzie in the future!

PEPS Scholarship Fund Helps Parents In Need

“To give you a good impression of why PEPS means so much to me, I need to take you back in time a bit....

A few days before my daughter was born. I was arrested for a bench warrant from my teen years, and then released to Harborview Hospital, because I was so far along in my pregnancy. I became very stressed out at the hospital, and then was told that my blood pressure was too high to be discharged. I was transferred to Northwest Hospital. I knew I was going to be induced, and was not ready to have this baby. I was scared. I grew up being abused. I was hit, neglected, and the unimaginable happened to me. I feared I was doomed to repeat this cycle of abuse with my own child though I knew that I did not want to. I also was aware of the lack of support I had, and had just put a restraining order on my daughter's biological father. I knew I wasn't able to count on him due to safety reasons. I was painfully aware of all of this, and the fact that there was no turning back. I was in labor for over 20 hours, and finally gave birth to my beautiful baby girl.

Within weeks I was diagnosed with Post Partum Depression. I felt like I had made a big mistake by having this baby and becoming a parent. I loved my daughter, but believed I wasn't good enough for her. I started a Post Partum Mood Disorder support group, and had learned from one of the ladies about PEPS. I was immediately intrigued, and decided to look them up when I went home. When I finally did look them up I signed up right away. I had intended to spend the little money I had just to meet other moms, with new babies, people who could relate to me. You can only imagine how relieved I was when I found out that I could get a scholarship.

When I went to my first PEPS Group meeting I had hoped to meet moms who were in similar situations as me, or at least meet women who I could connect with, and share the highs, and low's of being a mom. Now - I didn't actually meet any moms with similar situations as myself. In fact there was only one other single mom, who was actually co-parenting with the father of the baby. I feared I would not fit in at all, because of this. These women were married, and had good jobs! How would I be able to relate to these women? It turn's out that those were not the things that connected us. It was the babies and all of us being NEW on the job as parents! I met some wonderful mothers, fathers and babies as well. Meeting other parents helped me gain the confidence I needed to be the best parent I could be. The confidence I gained was essential to my becoming a better mother. After all, there is no such thing as a perfect mom, but there is such thing as a good mom!

The PEPS experience has helped me bond with my daughter, and has created so many positive memories. My daughter has friends that she has known since practically from birth, we have done dinner dates, walks and coffee. We've also talked on the phone, and now still continue to meet as a group. The families I had once thought of as strangers, who had no idea about the realities that I have seen, have become friends.

Thank you, PEPS Donors for making it possible for me to join this Group by donating toward the scholarship fund. I don't know where I'd be and how I'd parent without my special PEPS friends.”

~ 2010 PEPS participant

2010 PEPS Volunteers

In 2010 206 volunteers made the PEPS experience happen for more than 2,400 families.

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 11,725 hours leading a group, speaking to our PEPS Groups, helping us in the office and at our events!

PEPS Group Leaders

Heather Anderson
Galit Arad-Trutner
Lissa Armato
Molly Ashe
Samantha Atkin
Mary Balmaceda
Joanne Barber
Sharon Barr-Jeffrey
Cristi Basch
Allison Baum
Amy Baum
Katie Becker
Sarah Beeson
Hether Bellerud
Lisa Bernhagen
Sara Billings
Darcy Birkeland
Meredith Bland
Catherine Boysen
Jesseca Brand
Karrie Brothers
Stacey Brucia
Tanya Brunner
Jessica Burg
Alyson Burks
Naomi Busch
Becky Butler
Mary Campbell
Amy Campbell
Blair Carter
Mary Ellen Cavallon
Sarah Collins
Debbie Collins
Christine Cosma
Tracey Croisier

Mary Ellen
Cunningham
Shelley Curtis
Kelly Cushman
Karen Dalton
Erin Daly
Megan Davis
Elena de la Vega
Dayna Dealy
Kelly DeBruyne
Dori DeJardin
Lori deStwolinski
Noelle Detrich-Eaton
Jennifer Dickson
Mercedes Diggs
Evangeline Dittman
Debbie Duvall
Bridget Dwyer
Rose Earl-Koley
Tara Eintracht
Sarit Ellinger
Danielle Ellingston
Eva Elliott
Cathy England
Lisa Erwin
Lisa Evans
Regan Falcon
Laura Feola
Jennifer Ferdinand
Anna Finkenzeller
Deborah Fisher
Staci Foster
Ariane Fowler
Penny Fredlund
Tisha Freer
Sharon Frey Jones
Amy Gallagher
Shawna Gamache
Mary Gentry
Laura Gerdes
Caren Gillespie
Cassady Glass Hastings
Kate Gonzales
Alicia Goodwin

Did you know that....

- ... our volunteer group leaders are passionate, TRAINED, prepared, compassionate, non-judgmental, open to being evaluated by PEPS program staff?
- ... we host monthly trainings where volunteers get trained on our curriculum and on group facilitation skills?
- ... it costs PEPS about \$2,000 to recruit, train, and recognize 15 volunteer group leaders per month?
- ... leading a PEPS Group helps build a community if you are new to Seattle; is an opportunity to build and practice facilitation skills and a wonderful experience to put on your resumé.

Robin Graham
Lisa Graham
Jessica Grimes
Cristin Handelman
Care Maree Harper
Camille Heinen
Sandy Helgeson
Michelle Henningsen
Amy Hilzman-
Paquette
Katie Hoke
Alana Holmquist
Kelly Howard

Jennifer Howe
Erin Howie
Rebecca Hoyt
Efrat Hurvitz
Faith Iverson
Jill Jackson
Katie James
Kris Johnston
Sandy Jones
Anne Jordan
Christine Keating
Tami Kedar
Lisa Keuss



Heidi King
 Molly King
 Cherie Knudsen
 Juanita La Fond
 Stina Lane-Cummings
 Linda Langkow
 Christina Larsen
 Maja Larson
 Jennifer Lavine
 Melissa LeClaire
 Sarah Levoy
 Michelle Lewis
 Rachel Dawn Lowe
 Andrea Lundblad
 Gardner
 Cecily Maguire
 Kelly Mann
 Shannon Mapp
 Mary Ann Mason
 Lynn McBride
 Gail McCallen
 Dani McDonough
 Leilani McPhee
 Darlene Metzger
 Jenny Miller
 Mara Modayur
 Kelsie Monkewicz
 Joanne Montague
 Kari Moore
 Cindy Moss
 Kelley Myers
 Julie Nelson
 Rachel Nemhauser
 Steve Nesich
 Heather Newman
 Allison Norris
 Elsa Nunes Ueno
 Megan Nyce
 Sean O'Connor

Cate O'Donnell
 Jennifer Odza
 Victoria Oldridge
 Adrienne Oliphant
 Melissa Oseran
 Louise O'Sullivan
 Christine Pack
 Michelle Palmer
 Kris Panton
 Alice Park
 Lynne Peck Theis
 Jessica Plesko
 Kathleen Porch
 Mary Power
 Beverly Pressey
 Stephanie Priest
 Nicole Rangel
 Alice Redona
 Bianca Reis
 Shana Reiss de
 Reyes
 Karin Richard
 Deborah Rifkin
 Maritza Rivera
 Janet Robinson
 Tarah Rogers
 Jane Roque
 Susan Rosebrough-Jones
 Julie Rude
 Vicki Ruskin
 Moani Russell
 Megan Russell
 Victoria Satterfield
 Sharon Sausville
 Jennifer Schill
 Sue Schoolcraft
 Megan Scoville
 Julia Selfridge
 Amy Seymour

Jessica Shaw
 Tiffany Shone
 Dina Skeels
 Meg Solley
 Amparo Squaglia
 Michele Starkey
 Jill Steinberg
 Karen Stensrude Huling
 Jessica Tabakin-Manor
 Tara Townsend
 Tamara Trepte
 Jennifer Trise
 Heather Valentine
 Laura Vornbrock
 Rebecca Ward
 Ivana Warren
 Melissa Whitney
 Mary Wiener
 Sara Willy
 Merryl Woodard
 Erin Woods
 Janene Worthington
 Wendy Wray
 Julie Yee
 Lindsay Zaccara
 Hannah Zarkowskyj
 Bonnie Zinn

**PEPS
 Supplemental
 Group
 Leaders**
 Megan Davis
 Allison Norris
 Lisa Keuss
 Erin Miller

**Little Peppers
 Assistants**
 Jessica Cameron
 Krystal Millet
 Mahnoosh Shadbakht
 Cassie Thatcher

**PEPS
 Orientation
 Facilitators**
 Chris Clavey
 Jill Farbarik
 Camille Heinen
 Rachel Nemhauser

Shelley Prosisie
 Judy Shedd

**PEPS Office
 Volunteers**
 Meg Butterworth
 Hollis Helton
 Hayley Peterson
 Tim Stewart

**PEPS
 Committee
 Volunteers**
 John Bloom
 Erika Bigelow
 Lindsey Hulet

**PEPS Event
 Volunteers**
 Chris Ballew
 Erika Bigelow
 John Bloom
 Zaniah Caterall
 Amy Daly-Donovan
 John Fahey
 Kristin Haberly
 Hollis Helton
 William Helton
 Tracy Kalloway
 Mary Keefe
 Josh Klein
 Jodi Marmion
 Jason Mesnick
 Sean O'Connor
 Allie Pham
 Shelley Prosisie
 Katie Simons
 Christina Stewart
 Kate Vaughan

We strive for accuracy in our volunteer 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.

PEPS Speakers...

... contribute their knowledge, skills and expertise and speak at PEPS Groups on topics relevant to parents. Speakers are carefully selected by PEPS and PEPS Group can select speakers from our speaker list. Thank you to the following speakers:

Sherri Albert
Katie Becker
Renee Beebe
Wendy Bell
Cynthia Benedict
Goering
Jay Bitseff
Sue Borgstrom
Bryan Brenner
Minda Brusse
Naomi Bryant
Laura Burke
Ren Caldwell
Jamie Clausen
Janelle Durham
Brian Frederick
Michelle Gaither

Heidi Gassman
Megan Gebhardt
Debbie Gianelli
Larry Gillard
Windy Gosset
Melissa Greenlee
Janis Grusz
Freeman Held
Allison Henderson
Chiaki Hirate
Erin Hislop
Sandra Kipper
Dana Kovalchick
Anna LaRocco-Cockburn
Sarah Levoy
Mary Alice Long
Rachel Dawn Lowe

Jacquelyne Molioue
Ferrado
Rob Morrison
Sarina Natkin
Maren Ostergard
Cindy Palmer
Jennifer Perez
Jennifer Perry
Louise Pietrafesa
Annie Pineyro
Beverley Pressey
Angela Robens
Christine Roberts
Laura Robinson
Joanna Roth
Erin Scannell
Ryan Scharnhorst

Sarah Schell
Leslie Schmunk
Shannon Schinagl
Krystal Silva
David Sittani
Daneen Skube
Anna Starikov
Stephen Stuehling
Akane Suzuki
Elise Thompson
Sarah Tyack
Chantal Valentine
Shane Valentine
Teresa Ward
Amy Wells
Katie Wygant



'Lowering stress and nervousness for new parents through education is a VITAL component toward making healthy families and healthy kids that turn into healthy adults...'

~ Caspar Baby pants, aka PEPS Dad Chris Ballew, 2010 PEPS Luncheon EMCEE

Interview with PEPS Group Leader Sean O'Connor

Question: Sean, you've just finished leading your first PEPS Group! Tell us how you got started with PEPS.

Sean: My wife Kelly and I joined PEPS back in 2008 when our daughter Breanna was born in order to meet new parents in our neighborhood and create a new extended family for our growing family. Our evening group got off to a great start. I remember how refreshing it was just to hear other parents talk about some of the same challenges that Kelley and I were facing with Breanna. I found it very therapeutic to not only share some of what I was going through at the time, but also to hear the challenges and joys that other parents, and fathers in particular were facing. A big realization for me was that no matter the challenges, there were always bigger things to be thankful for. During the first couple of meetings, I also realized that each baby was totally different in temperament, development, and growth and each parent had to adapt to their new way of life. There were no simple or magical answers, but being able to pool resources and laugh about highs and lows sure helped.

Question: Sounds like you and your wife had and still have a good PEPS experience. How did you get the idea of joining PEPS as a volunteer leading a PEPS Group yourself?

Sean: Well, unfortunately I was laid off when Breanna was just a few months old, and we decided that I would stay at home caring for Breanna while my wife would go to work full time. I embraced being a full-time dad, but it was not easy to adapt to my role and not being in the workforce. I needed and wanted something else to do and decided to contact PEPS.

Becoming a PEPS facilitator was just another step for me to embrace being a full-time dad, and another chance to share my values of respect and volunteerism. I have volunteered

in the Seattle area for over 10 years. Young families and building community are a couple of the things that I am passionate about right now, so it seemed natural that I would give back to PEPS by volunteering.

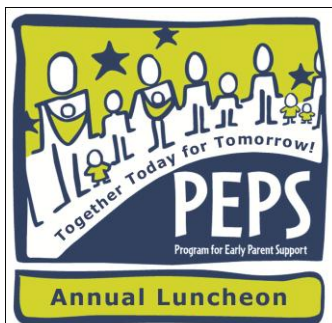
Question: Now, we only have a handful of dads leading a group. Tell us a bit about your experience being a man leading a group!

Sean: First of, there are many unique things about being a full time dad. One unique thing is obviously gender. The zoo, coffee shops, grocery stores, parks, museums, and libraries are filled with mostly moms and kids during the day. Even the PEPS facilitator program shares the typical ratios... When I walked into the facilitator training program, I was greeted with "Hi, Sean!" For a split second, I thought to myself "Wow, they are really good with names here." But then I took a quick look around and instead responded with "I guess I must be the only dude, right?" Half of the people in my PEPS Group were dads and everyone was open to be led by a guy! My goal as a facilitator was to try and create a respectful forum for discussion and sharing as well as lasting family-like relationships within our community. I felt that as a Dad, I could lead by example in showing the importance of being dedicated to fatherhood, and being supportive of your spouse.

Question: Thanks so much, Sean. Anything else you'd like to share?

Sean: I am a strong believer in the benefits of PEPS and have volunteered to facilitate another group. I hope that parents who have experienced PEPS will share their experiences with other parents-to-be, and continue to foster the relationships that they have started with their PEPS group. Even though the only common thread may be new parenthood, it allows you to share unique perspectives from the unique backgrounds of other new families.





PEPS' 12th Annual Benefit Luncheon

On March 4, 2010, PEPS hosted its 12th Annual Luncheon with over 420 registered guests at Seattle Center Fisher Pavilion.

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 \$108,000 for PEPS' programs.

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Amy Daly-Donovan

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Father, real food for kids
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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
\$20,025.**



2nd Annual PEPSapalooza Family Music Fest to Benefit PEPS

PEPS held its 2nd Annual Family Music Fest on August 14, 2010, featuring 5 local music bands and many activities for the entire family at the Bowl at Redhook Brewery in Woodinville. For the 2nd year in a row, PEP Sapalooza sold out with over 1,200 guests attending. PEPS raised over \$40,000 in support of its programs and services, a 122% increase over 2009.



"THANKS for a great event. And more so, I am just so happy to see a great organization find another fundraiser that really works."

~ PEP Sapalooza guest

Presenting Sponsor



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Event Committee

Stacey Fitzpatrick, Chair / Erika Bigelow / Jean Brumder / Shelley Prorise / Christina Stewart

The PEPS Financial Year 2010

Statement of Activities and Net Assets

Changes in Unrestricted Net Assets:

Contributions	114,449
Grants	5,204
Program service fees	282,523
Special events, net	124,131
In-kind contributions	295,340
	821,647
Investment earnings, net	2,466
Net assets released from restriction	36,505
	860,618
Total Unrestricted Revenues	860,618

Expenses:

Program	608,573
Management and general	44,084
Fundraising	145,080
	797,737
Total Expenses	797,737
Change in Unrestricted Net Assets	62,881

Changes in Temporarily Restricted Net Assets:

Restricted Contributions	28,500
Unappropriated earnings on endowment fund	5,396
Net assets released from restriction	(36,505)
	(2,609)
Change in Temporarily Restricted Net Assets	(2,609)
Change in Total Net Assets	60,272

Net Assets:

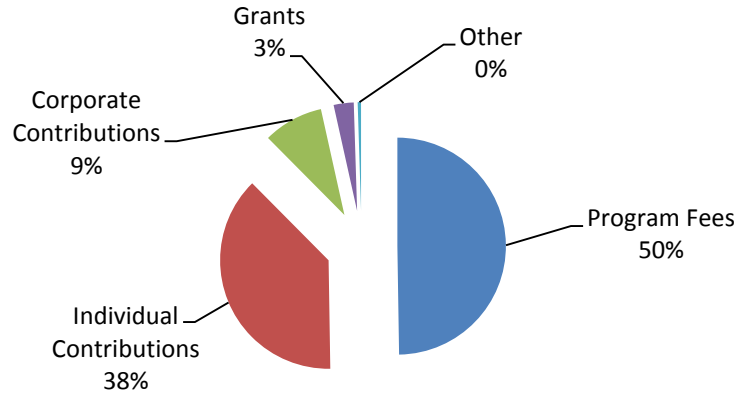
Beginning of the year	508,394
End of the year	\$ 568,666

Because we have been conscientious stewards of our donors' investments, PEPS is financially stable, and we are able to examine ways to invest in growth, with the goal of serving more families in a larger geographic area.

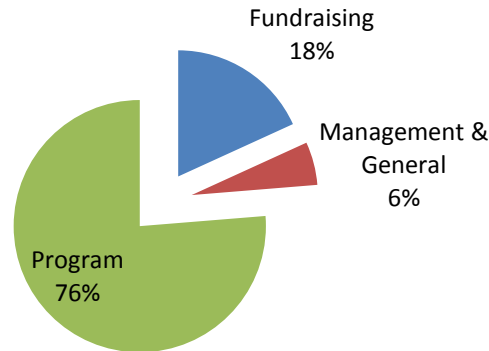
PEPS program fees only provide one-half of our annual budget. For the rest, PEPS relies on philanthropic support from individuals, foundations, and sponsors to support our programs. The majority of our financial support comes from individuals who have participated in a PEPS program and experienced first-hand the power, the magic, and often, the lifeline, that is PEPS. They contribute what they can through our Annual Luncheon, our Spring and Fall Appeal and other events and initiatives.

Our goal is to ensure that PEPS is available to new and repeat parents when they most need it; our fees and contributions make that possible.

2010 PEPS Revenue



2010 PEPS Expenses



"We don't have any family in Seattle, and my fellow PEPS moms have become like sisters to me. I originally signed up for PEPS as a fun way to meet people – but it turned out to be an incredible group of amazing people who helped me through one of the darkest periods of my life...."

~ Katie Simons, Executive Director of Talaris Institute, PEPS Mom and 2010 PEPS Luncheon Speaker

2010 Supporters

Over PEPS' 27 years of success we have assisted thousand 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!

\$10,000 and greater

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*** PEPS Sustainers Circle Members (as of 12/31/2010).**

PEPS Sustainer Circle Members ensure the health and vitality of PEPS for years to come and commit to a minimum of \$1,000 per year for a minimum of 3 years so that future new parents can count on the support they need in the beginning and most critical time of their parenting journey.

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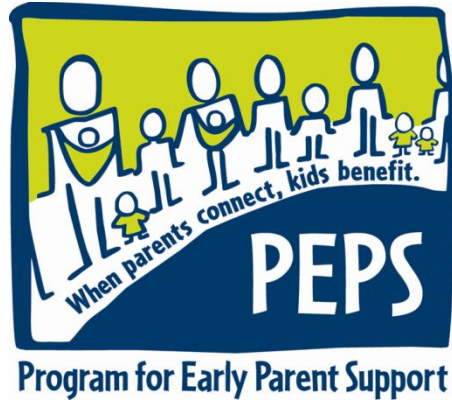
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