

Accountability Report 2011



"My PEPS experience has fundamentally made me understand how the meaning of life lies in the ability to find connection in a huge world; PEPS works every day to make this possible for so many people in Seattle; there is no more important work than this."

~ Tina Eide, PEPS parent, 2011 Luncheon Speaker

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PEPS 2011 Annual Report

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"PEPS was a life-saver for me. I felt isolated at home with a baby. Having a place to go that was fun and supportive was such a relief. I could talk honestly about my struggles and joys in being a new mom and I didn't have to apologize for struggling or feel embarrassed to be so excited about the small achievements."

~ 2011 PEPS Group Participant

PEPS Leadership Message



*PEPS Executive Director Laura Kussick (middle)
at the PEPS Annual Luncheon*

Since 1983, PEPS has helped parents connect and grow as they begin their journey into parenthood. Our parent support programs educate, inform and create community. We've become a vital resource for new mothers and new fathers in the Puget Sound region.

It is inspiring to witness the important role PEPS plays for new parents and a privilege to experience the power of PEPS in building neighborhood based communities that thrive throughout and beyond the twelve weeks PEPS Groups officially meet.

In fact, in our 2011 pre and post group surveys, **when asked if they feel confident about their abilities to parent well, 81% of our parents responded that their confidence in parenting increased due to their PEPS experience.** An incredible 89% of parents who participated in a PEPS Group said they felt less isolated as a new parent than they would have had they not participated in PEPS.

PEPS Newborn Groups continue to be our core program. In 2011, 1450 families participated in Newborn Daytime or Evening Groups. We served an additional 256 families through our site based programs for older infants.

Our focus in 2011 and beyond was to ensure that all parents in King and Snohomish Counties have the support they need when they start their parenting journey no matter where they live or how much they can afford to pay. We strive to

maintain the quality of the PEPS experience as we grow.

2011 was a year of focusing our resources on providing the best quality experience to families in the PEPS community. We revised and updated our Topic Guide and curriculum for Group Leaders. We enhanced our Group Leader training program by offering a workshop "Leading with Confidence" which gives our Volunteer Group Leaders additional group facilitation skills.

In order to better connect with our community, we audited and updated our communication materials and launched a new website which makes it easier to access information and learn about our programs. Additionally, we expanded outreach into new neighborhoods by growing our new parent orientation program from just a few orientations a month in Seattle to eight orientations a month in neighborhoods around King and Snohomish Counties.

We also expanded our network of partners who provide sites for our groups and assist in our outreach efforts so that we can bring the PEPS experience to more families in more neighborhoods. We worked hard to increase awareness of our scholarship program; implemented targeted outreach and awareness campaigns and have invested in technology and social media to reach people more effectively.

The foundation of our success is built upon the time, energy and goodwill of thousands of PEPS ambassadors who volunteer their time in countless ways, who help spread the word to expectant parents, and who give generously to ensure that PEPS will be here for generations to come.

Thank you for your trust in our leadership.

Sincerely,

Laura Kussick, PEPS Executive Director
laurak@peps.org or 206-547-8570 ext.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.

2011 PEPS Board of Directors

John Barnhardt, President
 Dan Raymond, Treasurer
 Matt LaMotte, Secretary
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 Colin Brissey
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 Katie Drucker-Thompson
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 Stacey Fitzpatrick
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 Samantha Steinwinder
 Christina Stewart
 Karianna Wilson

2011 PEPS Staff

Hilary Anderson, Development/Program Assistant (part year)
 Amy Campbell, Office Manager/Program Assistant
 Janelle Durham, Program Designer
 Shannon Hobbs, Project Associate (part year)
 Laura Kussick, Executive Director
 Marion Mohrlök, Development Director
 Cari Morales, Program Coordinator
 Martha Nogales, Little Peppers Group Leader
 Denise Perkins, Events Coordinator (part year)
 Cate Palmer, Volunteer Manager
 Mary Power, Program Director
 Pam Tharl, Finance & Human Resources Manager

PEPS provides new parents with the tools they need to succeed

Research in the field of family wellness and child abuse prevention has found five 'protective factors' that strengthen families. PEPS makes a difference for new families in each of these areas.

1. Parents need social connections to people they trust, who support them as parents.

Isolation is a huge challenge for new parents. The demands of baby care leaves new parents feeling like they have to stay close to home in order to manage breastfeeding, nap times and crying bouts. Sleep deprivation and postpartum depression mean they don't have enough energy to get out and connect with others. The isolation is compounded by the fact that we live in such a mobile society, where many of us have moved away from friends and family.



Of 2011 PEPS participants surveyed before their PEPS Group began, 41% said they felt isolated. When asked why they are joining PEPS, the most common reason given is the desire to meet other parents.

Social isolation creates challenges for families. One study found that women who felt socially isolated were more than three times as likely to experience postpartum depression. Other research indicates that social isolation can contribute to child abuse and neglect as parents have less concrete and emotional support and lack positive parenting role models.

"I appreciated having a place to go where I could talk honestly about my struggles and joys of being a new mom, where I didn't have to apologize for struggling or feel embarrassed to be so excited about the small achievements. PEPS was a life-saver for me."
~ 2011 PEPS Participant

In post-group surveys:

- 89% of participants say: "Participating in a PEPS Group helped me to feel less isolated."
- 88% of participants say: "In my PEPS Group, I met new people who support me as a parent, and who offer helpful advice on parenting issues."

2. Families need secure attachment and a positive, nurturing relationship between parents and child.

Some new parents have an easy and immediate connection to their child. The bonds take longer to develop for others and some feel out of sync with their baby, or unsuccessful as parents. In families with secure attachment, parents feel more confident, and babies feel safe and secure that their needs will be met, so they are able to focus on exploring and learning about their world. Securely attached children learn to communicate in a variety of ways, develop positive relationships, and regulate their own emotions.



In families without secure attachment, parents tend not to be supportive, affectionate, playful, or responsive, and may respond more strongly to the child's negative behaviors than their positive behaviors. These families are more likely to become physically or verbally abusive.

Participating in PEPS makes a difference. When we teach songs, talk about responding to infant cues, or discuss playtime and reading to children, we set the stage for attachment and positive and nurturing interaction. In post-group surveys:

- 99% of respondents said yes to the question: "Can you tell when your baby needs something, and do you know how to respond to your baby's needs?"
- 64% agreed that "In PEPS, I learned ideas and observed techniques for how to respond to a baby's communication cues and meet a baby's needs."

3. Parents need resilience to approach challenges with a positive outlook and problem-solving skills.

Every day of parenting can bring new challenges: from the inconsolable crying of a 6 week old to a biting toddler to a rebellious teen. Most families will also experience external challenges. A resilient parent can face anything with confidence and the sense that they will be able to resolve or manage the situation. A non-resilient parent is easily overwhelmed by the smallest of challenges, and often feels incapable of managing their responsibilities. As adults adjust to their early days as new parents, even those who are typically resilient and flexible may be thrown off their tracks by the huge transition.

At PEPS, we help build resilience when we encourage self-care for parents, celebrate parents' successes through

sharing the week's highs, and support them in finding their own solutions to challenges.

In our pre-group survey, we asked: *"Do you feel like you can manage your day-to-day routine, and handle the tasks that need to be done?"*

- Before PEPS, amongst parents of 0 – 8 weeks old, only 3% strongly agreed.
- Before PEPS, 37% agreed that *"It's easy for me to feel overwhelmed and stressed out when caring for my child."*
- After PEPS, 89% said they could manage their day-to-day routine.
- After PEPS, 68% agreed that *"Participating in PEPS helped me feel less overwhelmed, and gave me tools for reducing or managing stress."*

4. Parents need knowledge of parenting skills, and child development.



Parents who understand normal child development are less likely to be abusive and more likely to nurture their children's healthy development. Observing other children helps

parents understand their own children in context.

Parents who don't understand typical child development may expect more out of the child than he is developmentally capable of.

"PEPS meetings always made us feel better and less overwhelmed. . . It helped to meet other moms that aren't necessarily like me and gave me a broader exposure to parenting challenges, approaches and resources and that I wouldn't have learned about from my existing friends."

~ 2011 PEPS Participant

When asked on the pre-group survey *"Do you know about typical stages of development in a baby?"*

- only 55% agreed or strongly agreed
- Only 39% agreed or strongly agreed that they knew activities they could do with their babies to enhance development and early learning.

Participating in PEPS made a difference.

- After PEPS, 83% agreed that *"At PEPS, I learned about activities that enhance baby's development (songs to sing, games to play, books to read, places to go)."*
- 97% agreed that *"Watching other babies at PEPS helped me understand that different children develop differently, reaching developmental milestones at different times."*

5. Families need concrete resources and connection to community resources that enhance wellness.

The saying "it takes a village to raise a child" is popular because it's so very true. Families in PEPS may face challenges with postpartum mood disorders, breastfeeding difficulties, marital conflict, job loss, developmental delays, and health crises. Although the Seattle area has a variety of social services to assist with these problems, many people aren't aware that help is available.

When asked on the pre-group survey:

- Only 24% of parents agreed or strongly agreed that they knew about resources for parents and families in Puget Sound.
- On the post-group survey, 85% of parents reported that *"At PEPS, I learned about local resources for families."*

"I loved how open and caring our group was with one another. I was the only one who went through postpartum depression in our group, but I felt so loved and supported by everyone, it definitely helped me get better."

~ 2011 PEPS Participant

Much of the resource discussion in group meetings is about everyday resources all parents can access: parks events, library programs, free developmental screenings, drop-in breastfeeding groups, and more. However, sometimes more complex issues arise for families, and Group Leaders consult with PEPS staff to help connect these families to the services they need.

In 2011, we provided referrals for marital counseling, domestic violence resources, screenings for suspected developmental delays, lactation consultant referrals, and referrals to services for postpartum mood disorders.

Another invaluable resource to parents is having people who can help out when crises occur, especially since so many people are living far away from their families.

- 75% of our participants say that *"At PEPS, I met people who could help me in an emergency or unexpected situation."*

In 2011, PEPS served more than 2,300 families. As we build these five protective factors in families, we help to create stronger families and communities.



PEPS Programs in 2011

More than 2,300 families served in 2011 through PEPS' Parent Support Programs

Newborn Program

174 Groups
1450 families served

The Newborn Program continues to be the core PEPS program serving parents in King and Snohomish Counties during the early stages of parenthood. In 2011, the number of Evening Groups continued to increase over Daytime Groups, with Evening Groups making up 56% of our groups and Daytime Groups making up 44% of our total groups. More families attended with one parent and their baby (55%) and 45% attended as couples.

In 2011 we added two additional options for parents of newborns: Second Time Around and PEPS@Microsoft. Second Time Around is a group specifically for parents having their 2nd (or 3rd) child. PEPS@Microsoft is for parents who are returning to work at Microsoft after adding a new baby to their family.



Orientation for Newborn Program

350 families served

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. We increased our PEPS Orientation offerings from three times a month in 2010 to five times a month in 2011. We offer PEPS Orientations in Seattle and on the Eastside (day and evening).

Baby Peppers & Little Peppers

30 Groups
256 families served

Baby Peppers serves parents and babies ages 5 – 12 months. Little Peppers serves families with two or more children under the age of three. Groups were held at 10 sites in King and Snohomish Counties: West Seattle (Bright Horizons), Seattle in Wallingford (Good Shepherd Center), the University District (Bright

Horizons), South Seattle (Parent Trust), Queen Anne (Twirl Café), and Phinney Ridge (Phinney Neighborhood Association); in Bellevue (KidsQuest Museum and the Little School), in Redmond (Bright Horizons), and in Mountlake Terrace (Parent Trust).



Parent Talk Lecture Series

10 Lectures
312 families served

The PEPS community was invited to attend 10 PEPS sponsored lectures on topics of interest and concern to new parents today. Topics included Challenging Behavior, Work/Life Balance, Potty Training, Clearing the Clutter, and Breastfeeding and Working.

Aligning PEPS Programming with our Strengths

In 2011 we examined the mission impact and sustainability of our programming. In response to direct feedback from participants and program evaluations, we determined that PEPS' resources are best spent focusing on what we at PEPS do best: providing neighborhood-based peer-support for new parents that are facilitated by a trained leader for twelve weeks. Programs, such as drop-in groups or affinity based groups, that did not meet this criteria, were therefore discontinued in favor of reallocating resources spent on curriculum development and volunteer recruitment and training for these programs to our core Newborn and site-based programs. We now offer more locations and a greater number of groups for site-based groups such as Baby Peppers and Little Peppers, and are expanding our Newborn Program into more areas in King and Snohomish County.

PEPS Program Partnerships

Partnerships allow us to serve more parents and to work with organizations that align with our mission. We have developed two partnerships over the last year that have allowed us to serve more families in more areas. PEPS has partnered with Twirl Café, on Queen Anne, for the use of their classroom to host our Baby Peppers and PEPS for Dads programs. We have also partnered with Bright Horizons Family Solutions, which allows us to use their facilities in several locations to hold Baby Peppers, Little Peppers and Orientations. These partnerships also benefit PEPS in their ability to market to new parents in multiple neighborhoods.



Golden Teddy Award

PEPS was voted Best Parent Support Resource in ParentMap's 2011 Golden Teddy Awards. More than 6,000 votes were tallied.



PEPS Scholarship Fund Ensures that All Parents Get Support

PEPS has a scholarship fund which is utilized so that all families can participate in PEPS and no family will be turned away due to financial hardship. Scholarships are given to those who apply for them according to a sliding scale which is based on income and other life circumstances. In 2011, we provided scholarships to 120 families and 40 of those were full scholarships.



"I would like to say a huge thank you to the PEPS Organization for my two scholarships. I attended a Daytime Newborn Group and a Baby Peppers Group with my son Owen. I had heard about PEPS from friends. They encouraged me to join as they said it was amazing to have a support group going through the same challenges as you were at the same time.

I knew I wanted to be in a group as this is our first child and all our family lives far away. Also, very few of my friends here in Seattle have children. I knew I needed to find others I could talk to about the day to day challenges of having a new baby at home.

With the birth of our son, my husband and I chose to sell our retail gift shop in order to work from home and be stay at home parents. Sadly, we did not realize how hard this would be on us financially. Although it was in my heart to be in PEPS I had to prioritize our finances and without the scholarship I could not have participated.

It was an amazing experience to know I had a group of supportive parents I could go share my ups and downs with each week. I got to see their children grow, watch as we gained more confidence as parents and laugh at all the silly things we go through as new parents. Thanks once again to all PEPS Scholarship Fund donors for being there to support a new parent on this amazing journey we call parenthood."

~ PEPS Scholarship Recipient Andrea Porter

Guys in the Same Shoes!

~ By Aileen Sabbatani, Red Tricycle

Seven years ago when Todd and Pam Behan had their first child, they knew they needed to make connections with people who could support them as parents. A friend told Pam about PEPS, and she attended her first meeting in August 2003.



The Behan's joined a PEPS Group for parents with newborns and found it was just what they needed. Every Friday Pam and

the moms would meet and discuss the joys and frustrations of parenthood – nights when the baby was teething and not sleeping, or periods when the toddler was experiencing a growth spurt – and there was always someone in the group who could share similar experiences and help with solutions to common problems.



After the women in the group bonded, the husbands became involved. Todd recalls the relief he felt when he met the other

dads: "These were guys in your same shoes, experiencing the same things you were experiencing."

New parents often feel overwhelmed by their new responsibilities, and for Todd and the other dads, the PEPS Group was a community where they could "talk about all these challenges parenting brings which you feel you're not equipped for." The members served as parenting resources for each

other, exchanging advice and information on a wide range of topics which included education, discipline, and even how to find the energy to play with the kids after a long day at work. As Todd says, this was "an affinity group to relate to and talk with about kids who were the same age and going through similar situations."

Sometimes parents learn best through example, and the couples in the Behan's PEPS Group demonstrated how to work together to develop positive parenting skills. Todd found inspiration from one dad in particular who "was just wonderful in supporting and assisting his wife, getting up early with the baby and relieving his wife, and at least once a week he'd send his wife to a spa." Hearing about this gave Todd an "Aha" moment, one which affected the course of his parenting thereafter.

Today the Behan's are still in touch with the members of their group, and Todd meets with two of the men on a regular basis to golf or play poker. The families get together for dinner on a quarterly basis.

Todd's company, Smith Brothers Farms, formed a partnership with PEPS because, he says, "they target families and so do we. It's a great fit, as we



The Behan Family with the Smith Brothers Farms Dairy Fairy at PEPsApalooza 2011!

both support mothers and families." PEPS provided Todd and his family with the support they needed to successfully navigate their parenting journey. And Smith Brothers Farms is a committed Presenting Sponsor of PEPsApalooza Family Music Fest from 2011 until 2013! Together they form a perfect partnership.

Get a Car Seat then Join PEPS

~ By Angie Ballas, Red Tricycle

When Seattle mom Hilary Hoover got the call that she and her husband had been matched with a soon-to-be-born baby girl, life



suddenly went into overdrive preparing for Vivienne to come home in just a few short months.

One thing that was never in question was whether or not to join a PEPS Group.

Hoover always knew she wanted to be part of a PEPS Group based on recommendations from friends and co-workers.

Their advice for when she was matched with a baby was to "first get a car seat and then sign up for PEPS right away," remembers Hoover. Support for the baby, support for parents!

Belonging to her particular PEPS Group has added a joyful and necessary and critical component to the sometimes stressful and lonely realities of parenting.

Hoover and her husband joined an evening couples group that is as diverse as her own family. Says Hoover, "I love that our PEPS Group is so diverse; at least half of the families have a parent not born in this country, one family has two Dads, and our daughter is adopted. No matter what our path to parenthood involved, we are all experiencing the same joys and challenges."

The close-knit group, who are all within a few miles of one another in the Madison Valley area, made a conscious decision to stay together after the initial 12 PEPS program-weeks were over. As a result, they have a schedule for get-togethers laid out a year in advance.

They've helped one another through challenges ranging from struggling with the decision to return

to work (or not), to sleep struggles, to making time for their relationships.

But the group also makes plenty of time to enjoy life with the kids in tow. They have regular dinners at one another's homes (and sometimes venture out to the Madrona Alehouse), fun outings (zoo for Halloween, a ferry trip to West Seattle, and picnics in parks), and have even taken a few group vacations to the beach.

"It's pretty rare to have relationships with all the people in a family", says Hoover who feels that a benefit of the Evening Group is that "the kids are equally comfortable with the moms, the dads, and each other and can get hugs from anyone in the group. It's pretty hard to replicate this type of situation."

Their group gets excited for each child as they hit their milestones and, for Hoover's family, any get together with their PEPS family is a place and time of great joy.

They also continue to share their "Highs and Lows" which Hoover feels, "helps foster introspection and a greater dialogue among the couples."



"Belonging to a PEPS Group has added a joyful and necessary and critical component to the sometimes stressful and lonely realities of parenting... we are all experiencing the same joys and challenges." ~ Hilary Hoover

Unlike other classes and playgroups, the PEPS experience doesn't have to end. As Hoover's group knows, PEPS can continue to be a part of your life if you commit to it for the long haul.

"We're looking forward to these kids growing up together. I can't overstate how fun and rewarding it is!"

Two Generations of PEPS

~ By Meg Butterworth

Over the years we've collected many testimonials about how PEPS has left a lasting impact on the lives of new parents in our community, but it was especially intriguing recently to listen to the story of two generations of PEPS participants. Laura Glass and her daughter Jennaca Bowker sat down with us 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 Geri ended up being the facilitator for Laura's PEPS Group. Laura recalls that her group of ten new moms met consistently once a week on Wednesdays 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.

"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."

~Laura Glass

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

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. However, Jennaca mentioned she would like to supplement these meetings with some impromptu play dates and gatherings.

It was interesting to hear how Jennaca's experience differed from that of her mother's. In her mid twenties, Jennaca is the youngest

mom in her group. Prior to having Mackenzie, Jennaca worked as a Nanny and racked up a great deal of babysitting experience during her teenage years. As a result, she found herself to be a more "relaxed" new mom as compared to some of her fellow PEPS Group members. Unlike her mother, she was not one of the first in her peer group to have a baby, and has the advantage of supplementing her PEPS time with other social and parenting resources. She also continues to meet with her birth class.

When reflecting on this, she and her mother agreed how wonderful it was that she has so many resources and options to pull from as a new parent! Jennaca was glad to have found PEPS and would recommend it to a friend.

"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."

~Jennaca Bowker

2011 PEPS Volunteers

In 2011 362 volunteers made the PEPS experience happen for more than 2,300 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 12,795 hours leading our organization, leading a group, speaking to our PEPS Groups, helping us in the office and at our events!

Group Leaders

Larisa Abernethy
 Tamara Abrams
 Jennifer Albright
 Lisa Allen
 Adrienne Anderl
 Galit Arad-Trutner
 Heather Armstrong
 Allison Armstrong
 Mary-lynn Ballew
 Michal Bar
 Michelle Barszcz
 Stanley Bean
 Kathleen Bennett
 Erika Bigelow
 Sara Billings
 Mark Billings
 Dena Blue
 Christine Blumer
 Catherine Boysen
 Jesseca Brand
 Cyndi Breivik
 Joanie Brennan
 Jenny Brooks
 Sharon Brown
 Jean Brumder
 Kara Bruns
 Jonna Butz
 Andrea Carl
 Chris Casazza
 Deborah Caul
 Mary Ellen Cavallon
 Kristina Cerise
 Margaret Certain
 Nancy Chaney
 Sarah Childers
 Heather Cole
 Amanda Cole
 Libby Cunningham
 Shelly Curtis
 Kelly Cushman
 Milyssa Daigle
 Denise Danzer

Victoria Davies
 Elena de la Vega
 Tania de Sa Campos
 Tiffany DeHaan
 Dori DeJardin
 Jerene Dekate
 Samantha Depue
 Julie Deutscher
 Charlotte Dimock
 Ashley Dixon
 Carrie Dossick
 Jane Dossick
 Rebecca Dravich
 Janelle Durham
 Amber Earley
 Amy Erber
 Anne Ewing
 Jill Farbarik
 Elizabeth Farouki
 Karim Farouki
 Megan Frazer
 Kirsten Frits
 Gretchen Fues
 Meredith Galloway
 Elizabeth Gay
 Lori Gifford
 Angela Gilbert
 Alicia Goodwin
 Deirdre Gregg
 Katie Griffith
 Betsy Griggs
 Erika Gudmunsson-Washburn
 Karen Gunther Bombino
 Dana Guy
 Stephanie Gwaltney
 Amy Hamaker
 Cindy Harmon
 Care Maree Harper
 Darcy Hartz
 Cindy Harvey-Benzing
 Camille Heinen
 Carol Heinz



PEPS Volunteer Leader Mary-Megan Linder with babies who were part of the Baby Peppers Group she led.

Kathy Henderson
 Shannon Hobbs
 Katie Hoke
 Jessica Holloway
 Malia Hollowell
 Kelly Howard
 Efrat Hurvitz
 Valerie Ikehara
 Olga Ivanova
 Nicole Jackson
 Toby Jarman
 Nilu Jenks
 Michele Jensen
 Katie Johnson
 Gwynne Junkin
 Christine Keating
 Kerri Keiger
 Carrie Kellogg
 Jenny Kelly
 Heidi King
 Sandra Klay
 Leslie Knopp
 Liz Koch

Nicole Koler
 Gina Kusumoto
 Kerri Ladiges
 Christine Larsen
 JulieAnn Lawson
 Sarah Levoy
 Lucia Liepins
 Wiebke Light
 Nannan Liu
 Holly MacGregor
 Sally MacGregor
 Pam Mach
 Laura Machado de Wright
 Alison Maker
 Carolyn Manta Kennedy
 Annie Martin
 Mary Ann Mason
 Catherine Maxson
 Gail McCallen
 Traci McCallick
 Alisa McMullen
 Amy McNamara



Stephanie McNear
 Kim McNesby
 Jacqueline Meijer-Irons
 Lisa Merlin
 Lisa Meuleman
 Cliff Meyer
 Susan Milton
 Jennifer Minear
 Shirly Mittelman
 Joanne Montague
 Bretney Nelson
 Lyla Neumann
 Marjorie Newman
 Heather Niemi
 Elsa Nunes Ueno
 Alison Ogiore
 Gail Olson Laing
 Heidi Osborn
 Carin Parcel
 Alice Park
 Debra Parker
 Rebecca Pelletier
 Jennifer Perez
 Denise Perkins
 Sarah Peterson
 Anne Marie Peterson
 Kelly Peterson
 Mary Pope
 Erika Porter
 Chera Prideaux Sheets
 Stephanie Priest
 Leena Prindle
 Elissa Puckett
 Clive Pursehouse
 Mary Ramirez
 Lisa Reyes
 Katie Richmond
 Janet Robinson
 Dawn Rosenblum
 Jessica Rossman
 Lindsay Ruf
 Vicki Ruskin

Victoria Satterfield
 Ali Schlameus
 Jane Schmidt
 Sarah Schumacher
 Megan Scoville
 Shelly Sementi
 Angela Shapow
 Heather Shaw
 Ashly Sheldon
 Carmen Siems
 Kate Sigafoos
 Sara Sigley
 Jennifer Silva
 Arden Slade-Kagetsu
 Sarah Smith
 Serafina Smith
 Shannon Sommer
 Laura Souyoutziz
 Karen Stensrude Huling
 Sarah Stivers
 Shellie Stockfish
 Tara Stone
 Nina Stuyt
 Alice Thavis
 Tamara Trepte
 Kate Valaas
 Lynn Vanderwall
 Amy Walgamott
 Rebecca Ward
 Hannah Wasserman
 Robin Wehl Martin
 Wendy Whitfield
 Mary Wiener
 Kathy Wilson
 Erin Woods
 Wendy Wray
 Merrily Wyman
 Tara Young
 Jennie Zimburean

Orientation Facilitators

Bridget Doyle
 Jill Farbarik
 Camille Heinen
 Alina Hensel
 Trish Schaefer
 Judy Shedd

Little Peppers Assistants

Amy Reim
 Karin Roney
 Mahnoosh Shadbakht

Office Volunteers

Lauren Argier
 David Jones
 Maureen McDonald
 Hollis Helton
 Jill Murphy
 Tim Stewart

Committee Volunteers

Erika Bigelow
 John Bloom
 Jean Brumder
 Meg Butterworth
 Sheila Cloney
 Leann Groby
 Colleen Montoya Barbano
 Shawn Swift

Supplemental Group Leaders

Megan Davis

Lorelei Goodyear
 Monika Moffatt
 Allison Norris
 Leslie Silverman

Event Volunteers

John Bloom
 Meg Butterworth
 Janelle Durham
 Amelia Durham
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 Elissa Puckett
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 Melissa Becker
 Renee Beebe
 Sarina Behar Natkin
 Melissa Benaroya
 Angelica Cardenas
 Kerry Colburn
 Annie Davis
 Sara Eizen
 Jan Faull
 Windy Gosset
 Holli Harris
 Helen Kulstad
 Faye Melton
 Liz Morris
 Erika Schreder
 Rob Sorensen
 Wendy Sue Swanson
 Rebecca Vidmore

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 Leaders can select speakers from our speaker list. Thank you to the following speakers:

Katie Baker
Beth Baker
Katie Becker
Wendy Bell
Catherine Berglund
Jay Bitseff
Lindsay Bleh
Bryan Brenner
Carly Bridge
Naomi Bryant
Laura Burke
Jamie Clausen
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Krystal Silva
David Sitlani
Daneen Skube
Anna Starikov
Stephen Stuehling
Akane Suzuki
Nita Talwar
Rachel Theriot
Elise Thompson
Stacy Uyeji
Katy Webber
Amy Wells
David Zagelow
A Nanny 4 U
Safety for Toddlers

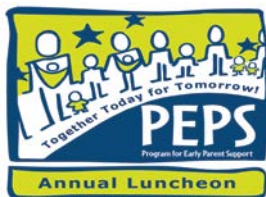


A Volunteer PEPS Speaker from Nurturing Pathways teaches moms in a West Seattle Group about baby movement activities that nurture brain development.

We strive for accuracy in our volunteer lists. If you would like to change your listing or if your name has been inadvertently left off this publication, please call
206-547-8570, ext.14.

"I feel like we really make a difference in the lives of these parents and their babies. We meet parents at the very beginning of parenthood, and we help them shape the way they deal with their new role."

~ Efrat Hurvitz, 2011 Volunteer Group Leader



PEPS' 13th Annual Benefit Luncheon

On March 2, 2011, PEPS hosted its 13th

Annual Luncheon with over 500 registered guests at Seattle Center Fisher Pavilion.

Thank you to our Luncheon emcees, Mimi Jung and Meg Coyle, all guests, our keynote speaker Dr. John Medina, our Luncheon Committee and Luncheon Chairs, Table Captains, Luncheon Challenge Donors and Luncheon Sponsors who made it possible for us to raise over \$129,000 for PEPS' programs.

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Christina Stewart, Co-Chair
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Shelley Prosis

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Shelley Prosis
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Table Captains

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Melanie Arena
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John Barnhardt
Erika Bigelow
Mollie Brown Huppert
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3rd Annual PEPSapalooza Family Music Fest to Benefit PEPS

PEPS held its 3rd Annual Family Music Fest on August 13, 2011, featuring three local music bands and many activities for the entire family at the Bowl at Redhook Brewery in Woodinville. For the third year in a row, PEPSapalooza sold out with over 550 families (over 1,900 guests) attending. PEPS raised over \$44,500 in support of its programs and services.



"Our family had a great time at this family friendly event. My three year old loved the Tumble Bus, pony rides, and fun music. We have gone to PEPSapalooza all three years and each year gets better and better. Thanks for letting us support the excellent work of PEPS in such a fun way!"

~ 2011 PEPSapalooza Guest

Presenting Sponsor



Champion Sponsors

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Seeking Sitters

Event Committee

Shelley Prosis, Chair / Erika Bigelow
Jean Brumder / James Drage
Stacey Fitzpatrick / Christina Stewart

The PEPS Financial Year 2011

Statement of Activities and Net Assets

Changes in Unrestricted Net Assets:

Contributions	108,048
Grants	7,557
Program service fees	281,987
Special events, net	143,102
In-kind contributions	304,407
	845,101
Investment earnings, net	568
Net assets released from restriction	29,154
	874,823
Total Unrestricted Revenues	874,823

Expenses:

Program	662,118
Management and general	52,797
Fundraising	157,372
	872,287
Total Expenses	872,287
Change in Unrestricted Net Assets	2,536

Changes in Temporarily Restricted Net Assets:

Restricted Contributions	43,818
Unappropriated earnings on endowment fund	(1,546)
Net assets released from restriction	(29,154)
	13,118
Change in Temporarily Restricted Net Assets	13,118
Change in Total Net Assets	15,654

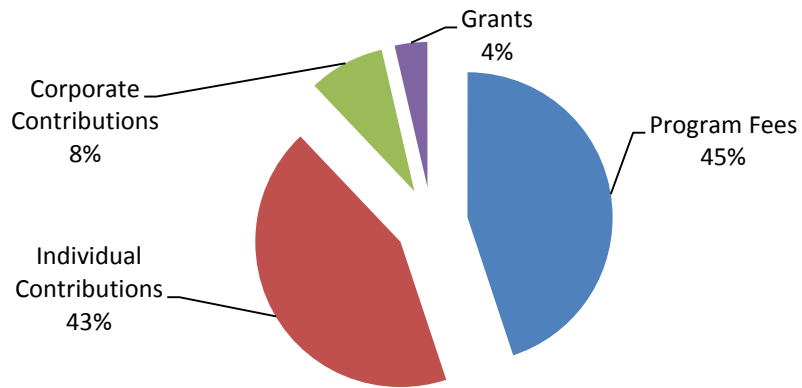
Net Assets:

Beginning of the year	568,666
End of the year	\$ 584,320

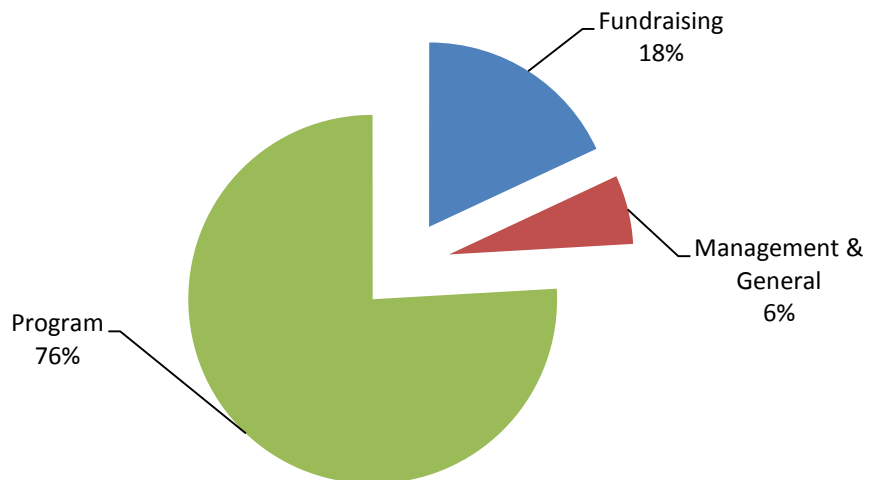
Because we have been conscientious stewards of our donors' investments, PEPS is financially stable, and we are able to examine ways to invest in growth, with the goal of serving more families in a larger geographic area.

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, PEPSapalooza Family Music Fest, our Spring and Fall Appeal and other initiatives. Our goal is to ensure that PEPS is available to new parents when they most need it.

2011 PEPS Revenue



2011 PEPS Expenses



2011 Supporters

\$10,000 and greater

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**Kathryn Imahara and Jeff
Luckasavage***

Over PEPS' 28 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!

Becca and Matthew Knox
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Sara and John Manning*
Kimberly and Chuck McDonald*
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** PEPS Sustainers Circle Members (as of 12/31/2011). 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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