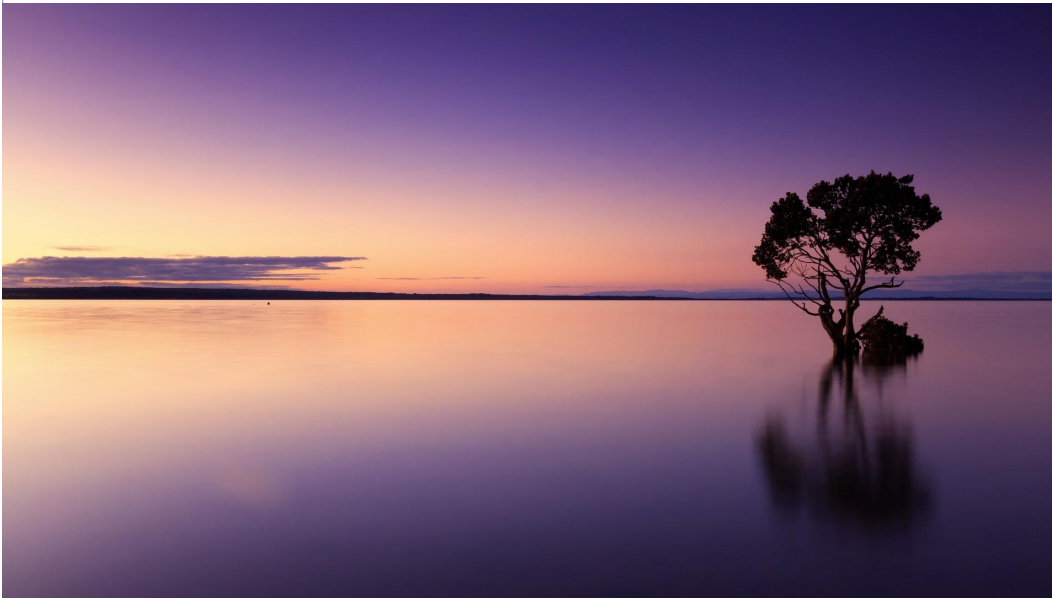


Family Services of Grant County
1402 E. Craig Street
Moses Lake, WA 98837



2021
Annual Report



Family Services of Grant County

2021 Annual Report

FSGC'S MISSION

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SPECIAL POINTS OF INTEREST

- Conscious Discipline, an approach for learning, page 7
- See us on Facebook or go to our website at: www.familyservicegc.net

FAMILY SERVICES OF GRANT COUNTY (FSGC)

2022 CENTERS & PROGRAM MODELS



FSGC provides Head Start preschool and infant/toddler programs to the communities of Ephrata, Moses Lake and Soap Lake. To qualify for our programs, families must be under 130% of the poverty level:

Persons in family/household	To qualify, a family must make less than the following per month:
1	\$1,396
2	\$1,888
3	\$2,379
4	\$2,871

Ephrata Head Start Center:

- One preschool classroom.
- Three infant and toddler Family Educator (home visitors) shared by the two centers.

Ephrata Early Head Start Center:

- One Toddler classroom

Moses Lake Denise Schmidt Center:

- Five preschool classrooms, two part day toddler classrooms and four full day infant and toddler classrooms
- Three infant and toddler Family Educators (home visitors)
- One specialized classroom for children in Foster Care (PACT)

Head Start offers two types of preschool classes for 110 children:

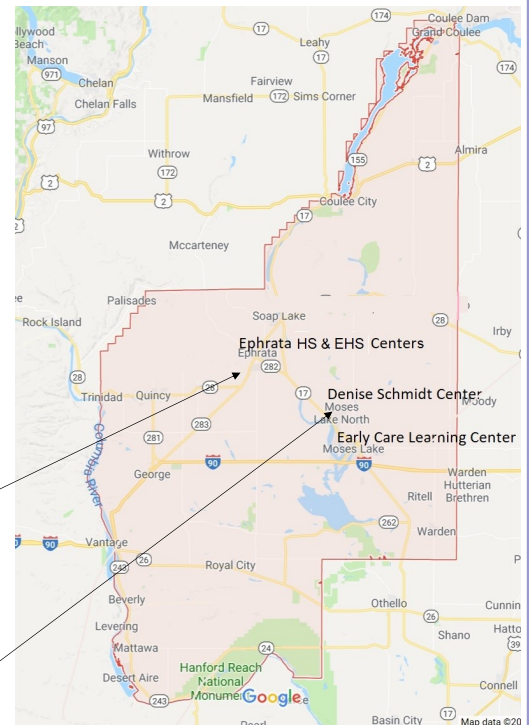
- Four hours classes, four days per week, nine months per year.
- Seven and one half hour classes, four days per week, ten months per year (Moses Lake only).

Early Head Start offers Year Around Parent Education and Support for 112 Families with Infants, Toddlers and/or Pregnant Moms:

- The Home Based Program offers weekly home visitation and educational groups twice a month
- Part Day Toddler Classrooms offer two days of class and two home visits per month
- Full Day Early Care Program classrooms offer five days per week with two home visits and two conferences per year
- Parents and Children Together (PACT) offers specialized services for children in foster care (by referral only).

All FSGC Programs Offer Child & Family Services & Supports:

- ◇ individualized assessment and education,
- ◇ two home visits and two conferences per year
- ◇ screenings for health, dental, and behavioral concerns,
- ◇ nutritious meals,
- ◇ resources to help families be successful, and
- ◇ parent leadership training.



Map of Grant County

2021 Board of Directors

President

David Bustamante,
Grant County Public Defender

Vice President

Steve DuVall,
Owner, Children's Learning
Center of Ephrata

Secretary

Jennifer Olsen,
Director of Resource Development,
Boys and Girl's Club

Treasurer

Juliann Dodds,
Senior Vice President at
Banner Bank

Policy Council President

Kenji Thornton

Susan Freeman,
Owner, Pioneer Memorial
Services

Sharon Lange,
Special Education Teacher,
Moses Lake School District

Maria Vargas,
Community Public Health
Manager, Grant County
Health District

Cheryl Hein,
Social Worker for
Hopesource

Rebecca Mabijs,
Director of Programming,
Boys and Girls Club of the
Columbia Basin



Learning happens in relationship....

FSGC—WHO WE ARE:

FSGC is a private nonprofit organization supporting education, health and family connections for a stronger community.

Besides helping low income children be ready for kindergarten, FSGC offers many services!

1. Did you know that FSGC has a community minded Board of Directors and a Parent Policy Council that governs the agency?
2. Did you know that Head Start children are helped to be ready for kindergarten and are more equipped than their peers who do not attend Head Start (see page 9)?
3. Did you know that FSGC teaches parents as well as children? (see article, page 6)
4. Did you know FSGC has classrooms in Moses Lake and Ephrata (see page 2)?
5. Did you know FSGC served 310 children last year?
6. Did you know at any given time FSGC normally employs approximately 80 individuals not including on-call substitutes?
7. Did you know that in the 2019 school year FSGC had 365 volunteers come through our doors?

2021 Policy Council Members

President

HS/EHS Ephrata Rep.
Kenji Thornton
(Jan—Dec)

Vice President

HS Ephrata Rep.
Matthew Giles
(Jan—Dec)

Secretary

EHS Moses Lake Rep.
Amelia Housden
(Jan—Dec)

Treasurer

HS Ephrata Rep.
Sapphire Spencer
(Jan—Dec)

EHS Ephrata Rep.
Trish New
(Jan—Dec)

Moses Lake HS
Trisha Villa
(Jan—Dec)

Community Rep.
Andrea Tebow

Ephrata HS/EHS Alt. Rep.
Courtney Thornton
(Jan—Dec)

A LETTER FROM THE DIRECTOR

In March 2020, our world population faced something new. We were instructed to cease in-person services to reduce spread of the newly identified COVID-19 virus. At first we thought this was short term, but as 2020 continued we knew longer term changes would be needed. In the 2020-2021 school year FSGC adapted by closing centers to reduce the spread. However, we remained connected to our children, families, and each other. Management ordered electronics and developed inventory systems for tracking laptops and cellphones assigned to employees for providing virtual programming while at home. Tablets with hotspots were purchased, inventoried, programmed with developmentally appropriate learning software and offered to every enrolled family.

In December of 2020, FSGC was notified that we were the recipients of a \$25,000 grant from the North Central Accountable Community of Health, to be used for providing Conscious Discipline training to local childcare providers and schools (to learn more see page 7)! FSGC was able to share one Conscious Discipline® course with two school districts, one preschool and two childcare centers during the year! While we had already spent considerable time and effort training our own employees, we knew that trauma informed practice knowledge would serve our community schools and childcare programs well as we began to experience the full impact of the pandemic.

On May 1, 2021, the unthinkable happened. One of our own passed away from COVID-19. Jason Munoz, our Facilities and Transportation Supervisor, succumbed to the disease leaving a void in our FSGC family. Our CD® School Family became intentionally more gentle and supportive to navigate through the loss. Many employees and families were hurting, and many experienced multiple deaths. Our lives changed. Throughout, we continued using trauma informed methods to maintain calming, safe connections, and to strengthen resilience of employees, families and children. We sought new methods for supporting our workforce to move forward. We provided extra pay to cover risk for those who needed to be on-site at the centers or in the public, increased our health insurance coverage, and offered counseling services. FSGC mourned our loss and carried on, but not without a struggle.

In the Fall of 2021, we strengthened our in-home distance programming by meeting two additional days per week with each child. We provided materials to match the Creative Curriculum themes for classroom zooms, and gave them to families at drive through events or porch drop offs. These materials, along with many nutritional activities to support healthy eating, were used during the remote classes and as part of parent/child interaction. We also maintained virtual family engagement opportunities, encouraging parent attendance at planning meetings for our drive through activities, individual family referrals for support services, parent elections, and input to program through Policy Council representation.

Accomplishing all of this from a distance was a major feat. In an emotionally and physically taxing time, enrolled families still had a place of belonging. FSGC intentionally combats the impact of toxic stress on our children, families, staff, and community when we all work together. Now it is even more important than ever!

Best,



Sally Gundry, Executive Director

2020-2021 SCHOOL YEAR ENROLLMENT and HEALTH OUTCOMES

The average enrollment program wide was 61% September 2020 through July 2021

The total number of enrolled children ages 0—5 years of age in all FSGC programs was 165.



Nutrition activities are embedded into everything we do. Classrooms teach children about different kinds of healthy food, and how it is made. Children are taught the name of the ingredient (language) and how to measure (math) and safely cut or stir (fine motor) depending on their developmental level.



24%* of enrolled children received a dental screening.

40 children had current Dental screenings/exams.

33%* of enrolled children received a medical exam.

55 children had current well child exams.

**Many challenges were encountered in obtaining screening results during remote learning. Barriers existed for obtaining signatures for releases of information, and secure faxing to medical facilities. In many cases children received their exams but medical documentation was not available, and in some cases well child visits were delayed during the pandemic.*

PARENT ENGAGEMENT & LEARNING OPPORTUNITIES

POLICY COUNCIL

FSGC's Policy Council supports the Board of Directors and agency administration by contributing to agency decisions and has voting authority over key organizational functions. Members represent each Head Start center and program, and are responsible for setting organizational direction for program selection criteria, grant applications and involvement in our continuous quality improvement process. Each elected official is provided training for their role, and is offered the opportunity to attend the Washington State Association of Head Start and ECEAP conferences to learn more. Current members are listed in the banner on the previous page. In the last school year, Policy Council remained connected and involved through our Zoom platform. While this was new for us, we learned how to function and continued our work!

PARENT ENGAGEMENT

FSGC encourages involvement of parents from home.



Parent group activities were done differently than in the past during part of the 2020-2021 and 2021-2022 school years. Due to the pandemic, and efforts to reduce community spread, FSGC chose to provide our parent activities remotely.

Much of our parent engagement happened during online zoom classes, where parents were expected to participate along with their children to help guide them during the online classes. Most parents were available to participate, and

many learned a lot from doing so! Parents who helped their children during class displayed an increased knowledge about child learning and appropriate interaction for development.

While it was a huge learning curve for us, FSGC also developed systems for remote parent center committee meetings, parent/child activities, and parenting classes. Some of these systems will support parents into the future, allowing for the option to still participate from home and remain involved.

CONSCIOUS DISCIPLINE AND MEETING COMMUNITY NEEDS

FSGC subscribes to Dr. Becky Bailey's methods of Loving Guidance. She founded the Conscious Discipline® educational method with a vision to "create an interconnected world of conscious adults, capable of responding instead of reacting to conflict, creating safe homes, safe schools and a safe planet". Their goal and mission is to "improve children's lives for generations through teaching social emotional learning".

CD® is an evidence-based, trauma-informed approach and is recognized by the Substance Abuse and Mental Health Administration's (SAMHSA's) National Registry of Evidence-based Programs and Practices (NREPP).

The CD® method focuses first on the adult's emotional state and secondly on the child's. Adults must master the management of their own emotions in order to support social emotional learning (SEL) in children. Angela Fraley, our CD Master Trainer, says, "The worst thing for a child is an out of control adult."

CD® and neuroscience informs that humans have three brain states; 1) survival, 2) emotional, and 3) executive. In the survival state, the brain is in "fight or flight" mode, experiencing imminent danger and fear. In this state, an individual is unable to learn in the optimum way. In the emotional state, the brain perceives lack of care or belonging, and is overwhelmed by emotion. Similarly, the brain is also unable to be rational when in the emotional state. However, in the executive state, the individual is happy, connected to others, ready and able to learn. When in the survival state, what a person needs most is physical and emotional safety. In the emotional state, the individual needs connection and belonging. When these needs are met, the individual can enter the calm and attentive executive state. This neurodevelopmental model shows how healthy, nurturing relationships are the basis for all individual and organizational development and positive growth.

Angela has taught us that, "relationship is the cradle for all learning" and "the key to physical and emotional safety is a conscious, mindful, adult". Mindful, controlled responses help us to maintain or regain executive function so that we can problem solve effectively. Children and adults who do not feel safe and loved

will act out in many different ways. But adults have the ability to help ourselves and others regain ability to think and respond rationally by the way we manage our emotions and how we treat others.

FSGC uses these concepts not only for work with children in the classroom, but also for partnering with parents, working with teammates and connecting with our community. Using CD®, our agency has learned that positive relationships and playful connection relieves stress and enhances learning for everyone. We have adopted values which are relationship centered, strengths-based, and both individually and organizationally supportive. We are intentionally building a connected "school family" into our classrooms, staff meetings, parent meetings, and community events, and we are sharing these relationship-based educational methods to help our whole community grow.

In part because of the continuing COVID epidemic and social unrest of recent times, we are learning to value task accomplishment less, and the way we interact as we master the task more. Checking off a box to say something is complete is not as useful if people feel uncared for or unacknowledged, or even steam-rolled or browbeat. Mindfulness is one tool we can use during stressful times to ensure that we are responding helpfully to one another and not just reacting in the moment, maintaining our humanity and connection as we work.

FSGC has a five year goal to build up our community with trauma informed practice information, teaching the importance of relationship and self control to optimal learning. Throughout 2021 our country has uncovered the decline in adult pro-social behavior, readily visible in social media and street protests. Social-emotional learning seems even more critical for our culture to improve social discourse.

Toward that end, FSGC obtained a \$25,000 grant for the purpose of sharing Conscious Discipline with early childhood programs in Grant County. With it, we were able to share this important training with 76 childcare and school employees who serve children under the age of five. We purchased access to the virtual platform for the E-Course: Conscious Discipline - Building Resilient Schools & Homes and provided the textbooks and the workbooks needed for each participant. These may only be baby steps, but we are committed to making our communities safer and kinder.

LEARNING APPROACHES IN FSGC PROGRAMS

When I paint at the easel, I am learning....

- To develop my imagination and creativity.
- Eye-hand coordination, helpful for learning to write.
- To distinguish shapes and purposely create shapes.
- To express my feelings and ideas.
- Relationships of space and size, necessary for mathematics.
- Concepts of symmetry, balance, and design.

When I sort things, I am learning...

- To match and sort items that are the same and different, a pre-reading and pre-math skill.
- Concepts of color, size, and shape.
- Numerical concepts of more and less.
- Logical reasoning.

When I play with blocks, puzzles, trucks, and dolls, I am learning...

- To exercise my imagination.
- To cooperate with others.
- To solve problems.
- Concepts of shape, size, length, and location.
- To create and repeat patterns, a reading and math skill.

When I talk with others, I am learning...

- To listen and understand spoken language.
- To add my ideas to the discussion. My ideas have value.
- To wait while others are talking.
- New vocabulary connected with the topic of discussion.

When I explore with water I am learning...

- That some things sink and some things float.
- To observe changes as water takes different forms in different containers.
- About different temperatures.
- About wet, dry, and evaporation.
- What happens when you mix water with some thing (soap, food coloring, dirt, etc.)
- Eye-hand coordination as I learn to pour.
- Concepts of empty and full, less and more, relevant to mathematics.

When I climb on playground equipment, I am learning...

- Self-confidence as I develop new skills.
- Physical strength, coordination and balance.
- To use my imagination.
- To cooperate with others when involved in some dramatic play.
- To solve problems.

When I play dress-up, I am learning...

- To be flexible in my thinking.
- To try on different adult roles.
- To solve problems, especially socially, through negotiations with friends.
- To make decisions.

When I play with playdough, I am learning...

- Concepts of shapes, relative sizes, big, small, length, height, etc.
- To express my feelings by squeezing and pounding.
- To exercise my imagination and creativity.

Adapted from:

When I Play I am Learning

Written by Karen Miller Children's World National Director of Education

www.vmcp.org/play.html



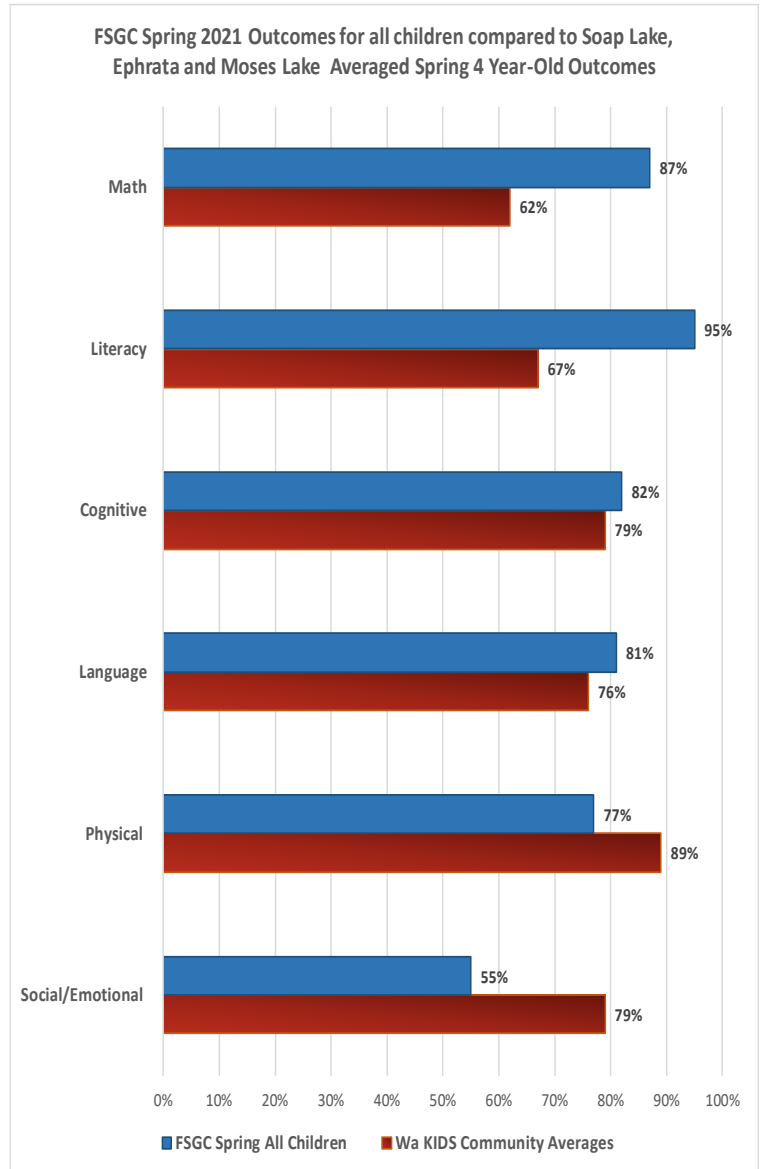
FSGC OUTCOMES AS COMPARED TO AVERAGE CHILDREN IN OUR COMMUNITIES

Teaching Strategies Gold (TSG) is the research based developmental assessment tool that FSGC utilizes to show growth trends with Head Start and Early Head Start children. Washington State also utilizes TSG to assess the developmental level of all children entering kindergarten.

The chart (right) depicts data for our children who were enrolled in Head Start during the 2020-2021 school year, versus children from Ephrata, Moses Lake and Soap Lake who were entering kindergarten in WA State in the spring (averaged together). Many of those represented within the community average may have also attended preschool.

This comparison data shows that at FSGC Head Start children were better prepared in four of six domains (math, literacy, cognitive, and language) than the average child in Moses Lake, Ephrata and Soap Lake, regardless of their income (WAKids Data). While FSGC outcomes in physical and social/emotional development were not as high, this can be attributed to a number of new young children enrolled late in the year.

1 Washington Office of Superintendent of Public Instruction, WaKIDS (August 2022). Retrieved from <https://washingtonstatereportcard.ospi.k12.wa.us/ReportCard/ViewSchoolOrDistrict/100241>



RESULTS OF FEDERAL REVIEWS AND ANNUAL AUDIT

Results from the most recent financial audit:

For the period ended December 31, 2021, Family Services of Grant County's Single Audit reported no current year findings in the financial statement audit.

Results from the most recent CACFP review:

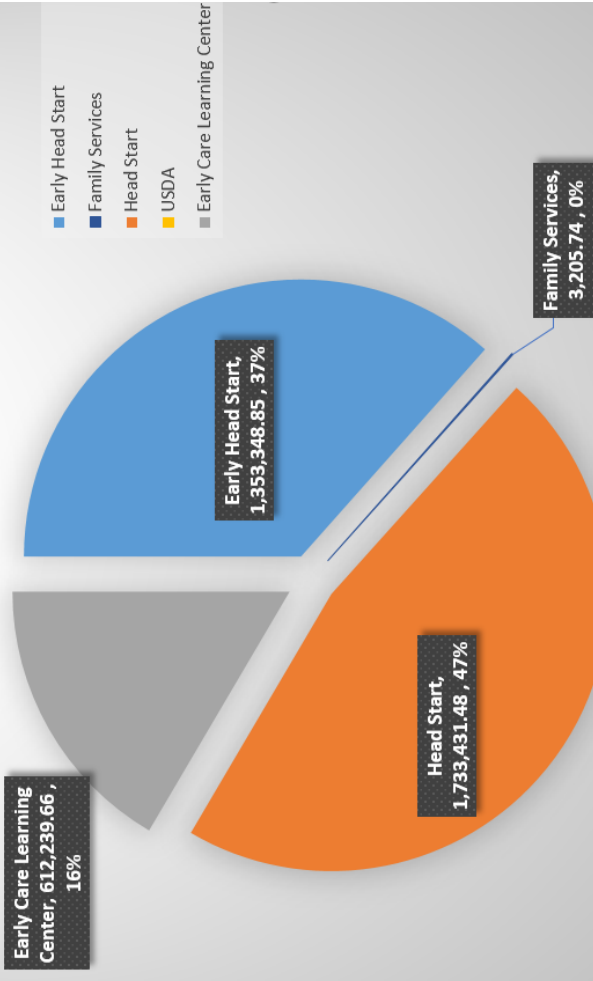
FSGC's CACFP review completed February 18—21, 2020 found one area of noncompliance in monitoring. A corrective action plan was submitted and approved.

Results from the most recent Federal review:

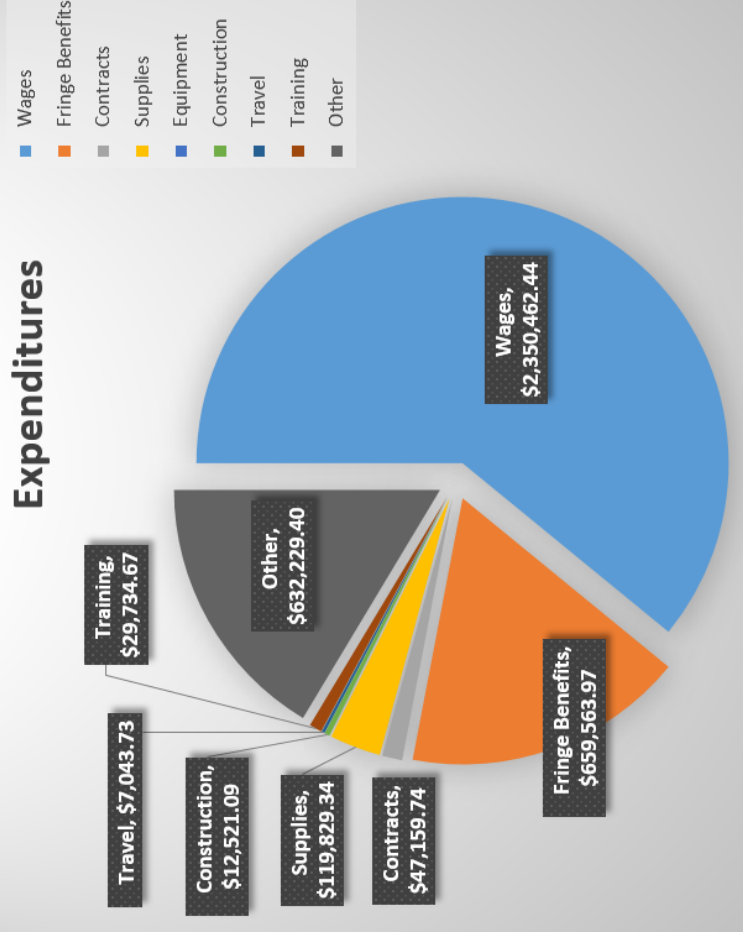
A Focus Area 1 review was held from March 15—March 19, 2021 with no areas of noncompliance.

Wages	\$2,223,971.18
Fringe Benefits	\$694,337.74
Contracts	\$38,084.76
Supplies	\$208,564.81
Equipment	\$0.00
Construction	\$9,805.10
Travel	\$185
Training	\$25,488.09
Other	<u>\$330,775.55</u>
Total	3,531,212.23

Revenues



Expenditures



FAMILY SERVICES OF GRANT COUNTY

Statement of Activities - Annual Report Revenue and Expenditures

From 1/1/2021 Through 12/31/2021

	Early Head Start	Family Services	Head Start	USDA	Early Care Learning Center	Total
REVENUE						
Grants	1,098,643.84	0.00	2,019,034.42	15,884.07	520,506.10	3,654,068.43
Program Fees	0.00	0.00	0.00	0.00	26,908.79	26,908.79
Other Revenue	0.00	5,027.34	0.00	0.00	0.00	5,027.34
Total REVENUE	1,098,643.84	5,027.34	2,019,034.42	15,884.07	547,414.89	3,686,004.56
EXPENDITURES						
Wages	665,690.50	0.00	1,173,486.16	0.00	384,794.52	2,223,971.18
Fringe Benefits	253,373.81	0.00	324,639.66	0.00	116,324.27	694,337.74
Contracts	11,911.06	0.00	21,482.62	0.00	4,691.08	38,084.76
Supplies	54,371.68	0.00	85,190.87	51,827.95	17,174.31	208,564.81
Equipment	0.00	0.00	0.00	0.00	0.00	0.00
Construction	3,431.78	0.00	5,196.71	0.00	1,176.61	9,805.10
Travel	66.45	0.00	106.55	0.00	12.00	185.00
Training	9,746.39	0.00	13,036.45	0.00	2,705.25	25,488.09
Other	128,131.16	2.40	175,164.07	0.00	27,477.92	330,775.55
Total EXPENDITURES	1,126,722.83	2.40	1,798,303.09	51,827.95	554,355.96	3,531,212.23
NET PROFIT/LOSS	(28,078.99)	5,024.94	220,731.33	(35,943.88)	(6,941.07)	154,792.33

FAMILY SERVICES OF GRANT COUNTY

Statement of Financial Position

As of 12/31/2022

	Current Year Balance	Prior Year	Current Year Change	Current Year % Change
Assets				
Cash and Cash Equivalent	871,135.45	419,575.84	451,559.61	107.62
Restricted Cash	65,505.15	65,494.24	10.91	0.02
Grants Receivable	891.67	506,468.08	(505,576.41)	(99.82)
Accounts Receivable	(187.63)	(837.63)	650.00	(77.60)
Unemployment Compensation Trust	134,135.16	134,135.16	0.00	0.00
Prepaid Expenses	71,410.96	2,510.51	68,900.45	2,744.48
Total Assets	1,142,890.76	1,127,346.20	15,544.56	1.38
Total Current Assets	1,142,890.76	1,127,346.20	15,544.56	1.38
Property and Equipment				
Property and Equipment	5,412,196.62	5,412,196.62	0.00	0.00
Accumulated Depreciation	(2,428,233.00)	(2,428,233.00)	0.00	0.00
Land	244,500.23	244,500.23	0.00	0.00
Total Property and Equipment	3,228,463.85	3,228,463.85	0.00	0.00
Total Property and Equipment	3,228,463.85	3,228,463.85	0.00	0.00
Net Assets	4,371,354.61	4,355,810.05	15,544.56	0.36
Current Liabilities				
Accounts Payable	10,437.54	263,644.70	(253,207.16)	(96.04)
Payroll Liabilities	732,877.83	633,332.74	99,545.09	15.72
Accrued Expenses				
Accrued Vacation Payable	71,379.20	70,166.56	1,212.64	1.73
Wages Payable	0.00	84,633.62	(84,633.62)	(100.00)
Total Accrued Expenses	71,379.20	154,800.18	(83,420.98)	(53.89)
Interfund Payables	0.01	0.00	0.01	100.00
Mortgage Payable Current	61,388.14	61,388.14	0.00	0.00
Total Current Liabilities	876,082.72	1,113,165.76	(237,083.04)	(21.30)
Total Current Liabilities	876,082.72	1,113,165.76	(237,083.04)	(21.30)
Long Term Liabilities				
Mortgage Payable less Reserve and Current Maturities				
Mortgage Payable (Long Term)	1,048,634.29	1,048,634.29	0.00	0.00
Total Mortgage Payable less Reserve and Current Maturities	1,048,634.29	1,048,634.29	0.00	0.00
Total Long Term Liabilities	1,048,634.29	1,048,634.29	0.00	0.00
Total Long Term Debt	1,048,634.29	1,048,634.29	0.00	0.00
Total Liabilities	(1,924,717.01)	(2,161,800.05)	237,083.04	(10.97)
Net Assets				
	2,446,637.60	2,194,010.00	252,627.60	11.51
Total Net Assets	2,446,637.60	2,194,010.00	252,627.60	11.51
Liabilities and Net Assets	(4,371,354.61)	(4,355,810.05)	(15,544.56)	0.36

FAMILY SERVICES OF GRANT COUNTY
HEAD START/EARLY HEAD START
BASIC GRANT
11/1/2021-10/31/2022

TITLE	EHS	EHS-CC	TOTAL EHS/ELC	HS	TOTAL ALL PROGRAMS
Grants Basic Grant	1,331,999	742,121	2,074,120	2,439,849	4,513,969
Training	28,046	15,997.00	44,043	27,971	72,014
COLA	39,938	24,191	64,129	53,421	117,550
Transfer for Conversion Program Income	341,944		341,944	(341,944)	-
Total Income	1,741,927	782,309	2,524,236	2,179,297	4,703,533

Salaries and Benefits

Salaries and Wages	1,080,124	557,722.21	1,637,846	1,333,924	2,971,770
FICA/Medicaid	82,630	42,665.75	125,295	102,045	227,340
Workers Compensation	31,324	16,173.94	47,498	38,684	86,181
Unemployment	52,703	18,034.67	70,738	77,368	148,105
Health I Dental Insurance	127,255	99,716.27	226,971	181,599	408,570
Paid Family Medical	4,320	2,230.89	6,551	5,336	11,887
Retirement Match	10,801	5,577.22	16,378	13,339	29,718
Total Fringe Benefits	309,033	184,399	493,432	418,370	911,802
Total Salaries and Fringe Benefits	1,389,157	742,121	2,131,278	1,752,294	3,883,573
Total Supplies	63,550	-	63,550	76,200	139,750
Total Contracted	7,700	-	7,700	11,150	18,850
Total Travel and Training	-	-	-	-	-
Total Other	213,536	-	213,536	258,261	471,797
Total Expenditures	1,673,943	742,121	2,416,064	2,097,905	4,513,970
Per Child	16,650	23,191	18,194	22,180	20,152

2020Administration and Management

Sally Gundry, MSW, Executive Director
7/1/10 to 12/31/2021

Annette Hippolyte, Human Resource Director
2/27/95 to 12/31/2021

Daisy Sharp, Chief Fiscal Officer
8/30/06 to 12/31/2021

Lori Bennett, MSW, Family Services Department Manager
1/11/10 to 12/31/2021

Debbie Bilodeau, BA. Ed, Education Department Manager
5/4/13 to 12/31/2021

Jennifer Downer, BA. Ed, Education Specialist
8/10/15 to 12/31/2021

Kitty Thomas, ERSEA/Parent Engagement Specialist
1/31/18 - 12/31/2021

Nanette Kagele, LPN, Health Specialist
10/16/17 to 12/31/2021

Daniel Jungers, IT Technician -
08/20/15 to 12/31/2021

Catie Darrow, Fiscal/HR Coordinator
7/13/15 to 12/31/2021

Julie Wiltse, Nutrition Specialist
8/22/16 to 12/31/2021

Gena Hintz, Outlying Area Manager
08/21/17 to 12/31/2021

Zaire Anaya-Hernandez, Early Care Supervisor
5/1/19 to 12/31/2021

Gail Marie Chambers, PACT Supervisor -
08/28/17 to 12/31/2021

Jason Munoz, Facilities/Transportation Supervisor
1/27/16 to 5/1/2021



Family Services of Grant County
Denise Schmidt Center
1402 E. Craig Street
Moses Lake, WA 98837

Ephrata Head Start Center
246 8th Avenue SW
Ephrata, WA 98823

Phone: 509-766-9877
Fax: 509-766-0058
www.familyservicegc.net

