

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



2023
Annual Report

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SPECIAL POINTS OF INTEREST

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

FAMILY SERVICES OF GRANT COUNTY
2023 ANNUAL REPORT

FSGC’S MISSION

Family Services of Grant County partners with children, parents, families and communities to promote growth through high quality education and comprehensive health and social service networks.



FAMILY SERVICES OF GRANT COUNTY (FSGC)

2023 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 (illustrated below) OR, be categorically eligible.

Persons in family/household	To qualify, a family must make less than the following per month:
1	\$1,631
2	\$2,214
3	\$2,797
4	\$3,380

Categorical eligibility means qualifying through receiving SNAP, TANF, or SSI, being a foster child, or living with someone and unable to establish your own home due to financial challenges.

*Children with a disabilities are prioritized, as are children with additional risk factors.

Ephrata Head Start Center:

- One Toddler Classroom serving 8 children.
- Infant and toddler Family Educators (home visitors) serving 4 children.

Moses Lake Denise Schmidt Center:

- Five preschool classrooms serving 75 children,
- Two toddler classrooms serving 16,
- Four full day infant and two toddler classrooms serving 32 children
- Three infant and toddler Family Educators (home visitors) serving 30 children, and
- One specialized classroom for children in Foster Care (PACT) serving eight children.

Head Start offers two types of preschool classes for 75 children:

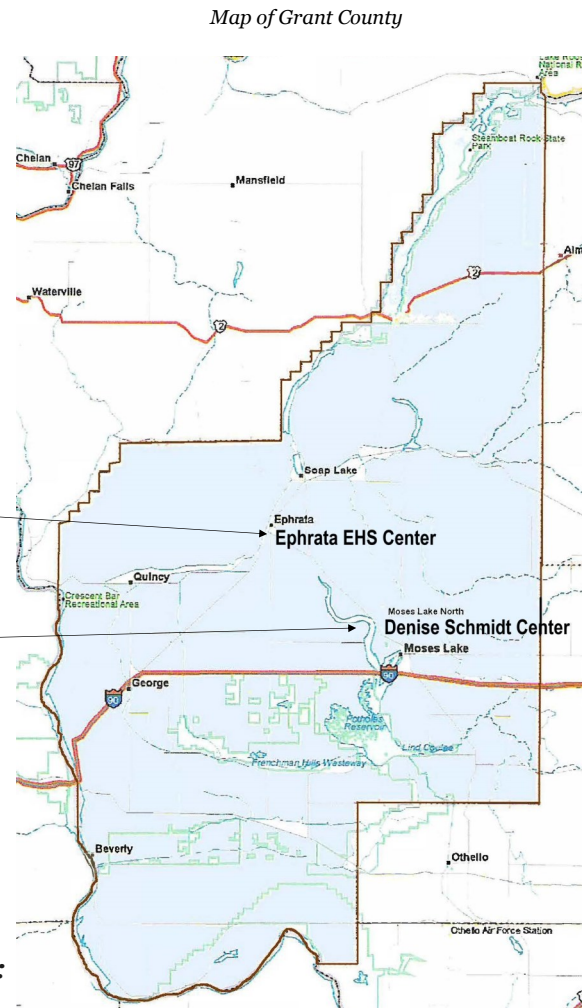
- Four hours classes, four days per week, nine months per year.
- Seven and one half hour classes, four days per week, ten months per year (Moses Lake only).

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.

All FSGC Programs Offer Child & Family Services & Supports:

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



2023 Board of Directors

President

Cheryl Hein,
Social Worker for Fresenius
Kidney Care

Vice President

David Bustamante,
Grant County Public Defender

Secretary

Jennifer Olsen,
Resource Development Director,
Inland Tarp

Treasurer

Juliann Dodds,
Senior Vice President, Commercial
Banking Manager at Banner Bank

Policy Council President

Adelfo Alvarez,
Policy Council President

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

Kate DuVall
Co-Owner, Ephrata Learning
Center



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 163 children last year?
6. Did you know at any given time FSGC normally employs approximately 60 individuals not including on-call substitutes?

2023 Policy Council Members

President

HS/EHS Moses Lake Rep.
Adelfo Alvarez
(Jan—Dec)

Vice President

HS Moses Lake Rep.
Maelene Braziel
(Jan—Dec)

Secretary

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

Treasurer

OPEN
(Jan—Dec)

Moses Lake HS
Maria Sanchez Guia
(Jan—Dec)

Moses Lake HS
Elizabeth Barragan Ramirez
(Jan—Dec)

Moses Lake HS
Nancy Rojas Hernandez
(Jan—Dec)

Community Rep.
Irene McConchie
(Jan-Dec)

Moses Lake Alt. Rep.
Armando Mendez
(Jan—Dec)

Moses Lake Alt. Rep.
Chelsea Farley Dombly
(Jan—Dec)

EHS Ephrata Alternate Rep.
Liliana Tejeda
(Jan—Dec)

A LETTER FROM THE DIRECTOR

The 2023-2024 academic year brought steady progress toward overcoming challenges from previous years, though issues persisted with low enrollment and fewer children served. Unfilled Teacher and Aide positions, especially in our Early Care Program for infant and toddler childcare, led to inability to open classrooms. Local competition for new hires was intense due to low unemployment rates, rising community wages, and high demand for early childhood professionals with AA ECE Degrees, resulting in a limited hiring pool. Many childcare workers chose not to re-enter the workforce during the "Great Resignation," opting to care for their own children over accepting wages insufficient to support their families.

Our Head Start preschool's challenge with under-enrollment stemmed from the need for full transportation services to and from school, a service delayed by the pandemic and a lack of bus drivers. Additionally, ongoing contagious illnesses and stricter health guidelines led to increased employee absenteeism and a greater need for additional staff assigned to classrooms.

Other enrollment challenges included a lack of Department of Children, Youth, and Families (DCYF) referrals, resulting in fewer foster children served in our intensive PACT program.

With these challenges in mind, the current year's FSGC program objectives included: 1) full implementation of our transportation program, 2) reorganization of program services to reallocate funds for wage increases, and 3) development of a robust workforce engagement program to increase retention. We believed our overall goal of full enrollment would be met by taking these actions.

The school year started with momentum! A contract with People For People (PFP) was negotiated and ready to launch on the first day of classes. Through sacrifice and determination, FSGC management provided transportation for all five Head Start classrooms. We were short one bus driver for the first five months, so a CDL-certified FSGC employee stepped in until PFP could hire and train a third driver. Management also assigned Office of Head Start (OHS)-required bus monitors to each route, arranged early-morning substitutes for absent employees, coordinated route changes for parents, and implemented signed parent authorizations for pickup, drop-off, and emergency changes. Washington State Childcare Licensing also required each driver to complete orientation and basic child development training provided by FSGC, as Drivers were counted in adult/child ratios. As a result of this immense effort, every Head Start preschool classroom was fully enrolled within four months!

Major efforts were also directed toward reorganizing services and reallocating funds with the objective of substantially increasing wages to attract essential positions. Two separate requests were authorized by OHS to restructure funding for boosting wages and to cover additional positions for aides to substitute when employees took sick leave. Despite a robust outreach to educate local child protection workers about the benefit of the PACT Program for family preservation, referrals were too sparse to sustain it. These funds, among others, were reallocated to bring entry-level wages up to a living wage and move closer to parity with public school salaries for all employees. With this change, our Human Resources department successfully hired and filled 28 open positions over the course of the year.

Ongoing efforts continue for the strengthening of resilience for FSGC participants and staff. FSGC's superior professional development and coaching systems have bolstered our capacity for exceptional services for children and families. Our approach is grounded in Conscious Discipline® and Devereux Center for Resilient Children's framework for social-emotional growth and trauma-informed practices. The growing turnout at agency-sponsored events reflects the success of these efforts (page 6). Our signature strategies include food and fellowship with a focused commitment to fostering our "school family" and building camaraderie, connection, and joy. Through this approach, FSGC has become a source of health, growth and wellbeing for children, families, employees, and the broader community!

Best,



Sally Gundry, Executive Director

2023-2024 SCHOOL YEAR ENROLLMENT and HEALTH OUTCOMES



Children, parents and staff learn together best when using safe presence and playful interaction.

The average monthly enrollment was 88% in Head Start and 71% in Early Head Start from September 2023 through July 2024

The total number of enrolled children ages 0—5 years of age in all FSGC programs was 163.

94.5% of enrolled children received a dental screening.

154 children had current Dental screenings/exams.

94.5% of enrolled children received a medical exam.

154 children had current well child exams.

GOVERNANCE AND PARENT ENGAGEMENT

PARENT ENGAGEMENT

FSGC makes it a priority to include parents in program by providing educational opportunities for them throughout the year. These happened in multiple ways. Parent meetings included opportunities for parents and children to practice Conscious Discipline, and for parents to learn useful knowledge about health, finances, and child development from local experts. FSGC's Parent Engagement program was a resounding success, with outstanding participation from parents and children. Each major event (September Elections, Winter Festival, Family Dance, Literacy Night, etc.) had increasing participation with a culmination of 82 adults and 183 children attending our Spring Celebration.

Each of these included parent/child activities and interaction in a fun setting, reinforcing a nurturing

and healthy connection between parents and children (Conscious Discipline).

Circle of Security parenting classes were provided both by zoom and in-person. FSGC provided Circle of Security classes to 17 participants who completed the eight week parenting program, ten Spanish speaking and seven English speaking. Parent surveys completed showed improvements in parenting stress levels as well a growth in seven different skills related to understanding the attachment and security needs of their child.



Parents and children attend summer events, enjoying each other, the weather and lots of fun activities.

POLICY

FSGC's Policy Council primarily consists of elected parent representatives who support the Board of Directors and administration by contributing to agency decisions. Members represent each Head Start center and program, and have voting authority over key organizational functions. They are responsible for reviewing and approving program selection criteria, grant applications and program policies. Each elected official is provided training for their role. 2023's training was completed on Saturday, November 18th. At this meeting, members took part in learning about bylaws, governance roles and responsibilities, codes of conduct and how to run a formal meeting. In order to facilitate member participation, Policy Council is provided with meals and childcare for every meeting. Policy Council's role in decision making is crucial for the function of the agency and to provide parent guided input toward quality improvement. Current members are listed in the banner on page 3.

CONSCIOUS DISCIPLINE AND MEETING COMMUNITY NEEDS



FSGC children participating in spring events in Moses Lake.

FSGC embraces Dr. Becky Bailey's Loving Guidance approach and supports the Conscious Discipline® educational method. Our common vision is 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". Conscious Discipline's® goal and mission is to "improve children's lives for generations through teaching social emotional learning".

This method is recognized by the Substance Abuse and Mental Health Administration's National Registry of Evidence-based Programs and Practices (NREPP). It is an evidence-based, trauma-informed approach focusing on social-emotional learning (SEL).

Conscious Discipline underscores the importance of adult emotional regulation. It emphasizes that adults must manage their emotions effectively to support social and

emotional learning in children. The method, informed by neuroscience, identifies three brain states—survival, emotional, and executive. In survival and emotional states, individuals struggle to learn effectively due to fear, lack of care, or overwhelming emotions. Conversely, the executive state, characterized by happiness and connection, enables optimal learning. Establishing physical and emotional safety is crucial to transitioning from survival or emotional states to the calm and attentive executive state.

FSGC incorporates these concepts not only in classroom interactions with children but also in partnerships with parents, teamwork among employees, and community engagement. The agency recognizes the pivotal role of positive relationships and playful connections in stress relief and enhanced learning for everyone. FSGC promotes values that are centered around relationship, individual strengths, and organizational support. The organization strives to create a connected "school family" environment in various settings and shares these relationship-based educational methods with the community.

Mindfulness plays a key role in managing stress and promoting helpful responses, fostering humanity and connection amid challenging situations. FSGC's five-year goals involve disseminating trauma-informed practices, emphasizing the significance of relationships and self-control for optimal learning.

As polarization around social issues continues to divide our society, social-emotional learning becomes even more critical for civic discourse. By spreading knowledge about social emotional learning, FSGC aims to make incremental progress toward creating safer and kinder communities in Grant County.

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



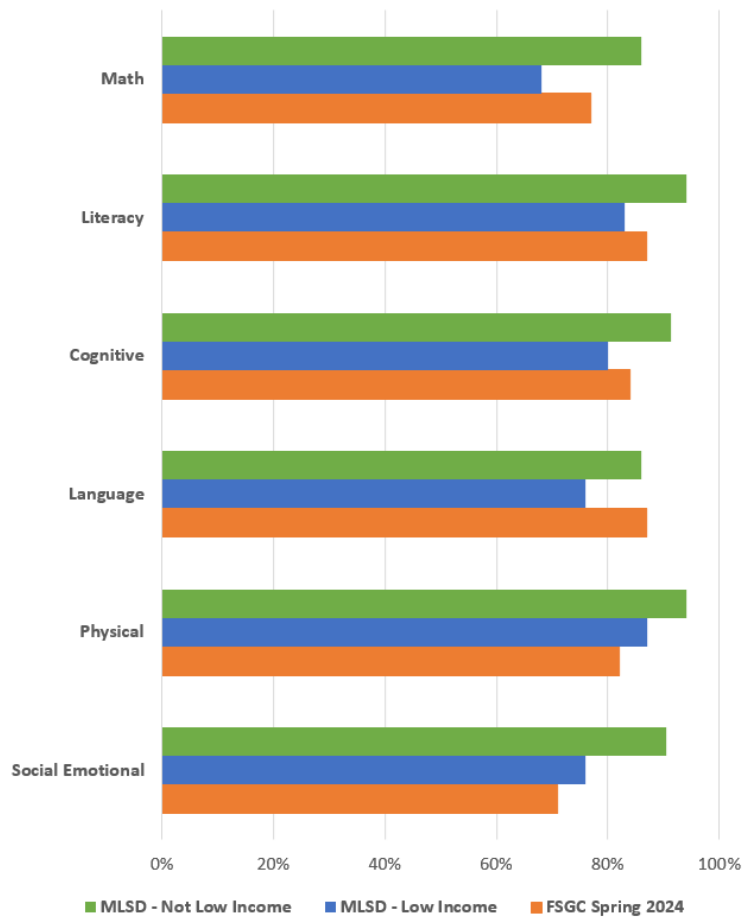
FSGC OUTCOMES AS COMPARED TO AVERAGE CHILDREN IN OUR COMMUNITIES

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 within two months of entering kindergarten.

The chart (right) depicts data for our children who were enrolled in Head Start during the 2023-2024 school year, versus children from Moses Lake who had entered kindergarten in WA State the following fall. 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 low-income child in Moses Lake (WAKids Data). While FSGC outcomes in physical and emotional development were not as high, this can be attributed to a number of children with special needs enrolled during the year. In this chart, there is an obvious opportunity gap between children that are low income and those that are higher income. Families with a higher income can afford books, preschool, and high quality child care, while those with a lower income are concerned with survival.

**FSGC and Moses Lake School District
Kindergarten Readiness Comparisons**



1 Washington Office of Superintendent of Public Instruction, WaKIDS (August 2022). Retrieved from <https://reportcard.ospi.k12.wa.us/ReportCard/ViewSchoolOrDistrict/100153>

RESULTS OF FEDERAL REVIEWS AND ANNUAL AUDIT

Results from the most recent financial audit:

For the period ended December 31, 2023, Family Services of Grant County's Single Audit reported no current year findings in the financial statement audit.

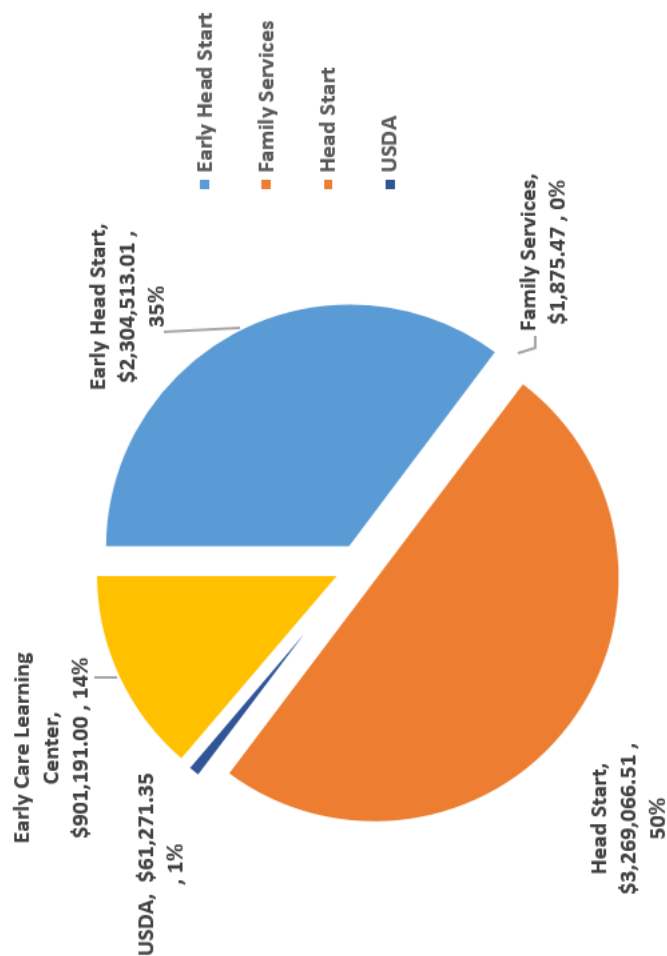
Results from the most recent CACFP review:

FSGC's CACFP monitoring review completed June 15, 2023 found zero areas of noncompliance. There was no need for a corrective action plan.

Results from the most recent Federal review:

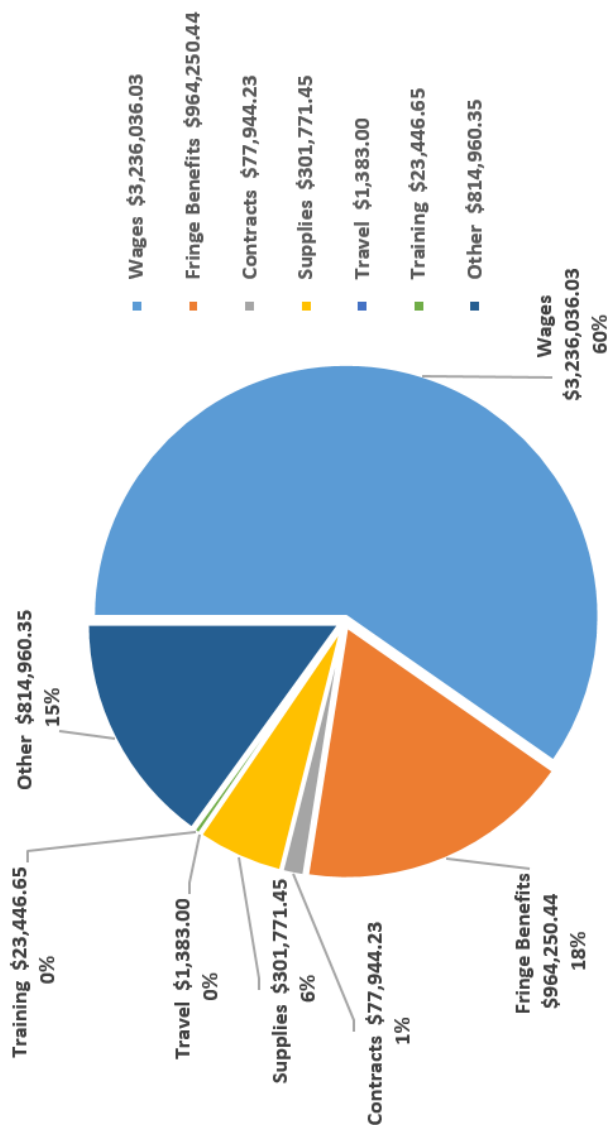
A Focus Area 2 federal review was held from March 13—March 17, 2023 with one noncompliance finding related to inventory CFR 75.320(d)(2). A corrective action plan was completed with a follow up review completed on 9/28/2023. On 10/17/23, FSGC was notified by the Office of Head Start that the area of noncompliance was corrected.

Total REVENUE



Expenditures

Wages	3,236,036.03
Fringe Benefits	964,250.44
Contracts	77,944.23
Supplies	301,771.45
Equipment	0.00
Construction	0
Travel	1,383.00
Training	23,446.65
Other	814,960.35
Total	<u>5,411,320.39</u>



FAMILY SERVICES OF GRANT COUNTY

Statement of Activities - Annual Report Revenue and Expenditures

From 1/1/2023 Through 12/31/2023

FAMILY SERVICES OF GRANT COUNTY

Statement of Activities - Annual Report Revenue and Expenditures

From 1/1/2023 Through 12/31/2023

	Early Head Start	Family Services	Head Start	USDA	Early Care Learning Center	Total
REVENUE						
Grants	2,303,471.29	0.00	3,265,048.42	61,271.35	833,919.76	6,463,710.82
Program Fees	1,041.72	0.00	4,018.09	0.00	67,271.24	72,331.05
Other Revenue	0.00	1,875.47	0.00	0.00	0.00	1,875.47
Total REVENUE	2,304,513.01	1,875.47	3,269,066.51	61,271.35	901,191.00	6,537,917.34
EXPENDITURES						
Wages	1,007,555.09	0.00	1,672,629.98	0.00	555,850.96	3,236,036.03
Fringe Benefits	345,601.11	0.00	464,799.62	0.00	153,849.71	964,250.44
Contracts	8,790.79	0.00	65,283.89	0.00	3,869.55	77,944.23
Supplies	65,444.58	0.00	147,952.38	48,978.79	39,395.70	301,771.45
Equipment	0.00	0.00	0.00	0.00	0.00	0.00
Construction	(896.56)	0.00	(1,512.95)	0.00	(392.25)	(2,801.76)
Travel	1,262.68	0.00	94.00	0.00	26.32	1,383.00
Training	6,704.36	0.00	13,101.07	0.00	3,641.22	23,446.65
Other	650,726.73	(3,610.41)	114,871.44	0.00	52,972.59	814,960.35
Donations NFS	0.00	(5,670.00)	0.00	0.00	0.00	(5,670.00)
Total EXPENDITURES	2,085,188.78	(9,280.41)	2,477,219.43	48,978.79	809,213.80	5,411,320.39
NET PROFIT/LOSS	219,324.23	11,155.88	791,847.08	12,292.56	91,977.20	1,126,596.95

Family Services of Grant County
Statements of Financial Position
December 31, 2023 and 2022

	2023	2022
Assets		
Current Assets		
Cash and cash equivalents	\$ 902,237	\$ 1,000,270
Grants receivable	420,368	314,341
Accounts receivable	787	400
Deposit, Northwest Agencies Trust	122,983	79,364
Prepaid expense	34,513	71,983
Total current assets	<u>1,480,888</u>	<u>1,466,358</u>
Property and Equipment		
Building and improvements	4,660,452	4,632,737
Vehicles	905,422	905,422
Equipment	236,286	197,430
Total	<u>5,802,160</u>	<u>5,735,589</u>
Less: accumulated depreciation	2,888,901	2,652,343
Total	<u>2,913,259</u>	<u>3,083,246</u>
Construction in progress	117,755	-
Land	195,476	195,476
Total property and equipment	<u>3,226,490</u>	<u>3,278,722</u>
Other Assets		
Endowment fund, Board designated	5,402	4,900
Restricted cash, loan reserve	-	65,507
Total other assets	<u>5,402</u>	<u>70,407</u>
Total Assets	<u><u>\$ 4,712,780</u></u>	<u><u>\$ 4,815,487</u></u>
Liabilities and Net Assets		
Current Liabilities		
Accounts payable	\$ 85,463	\$ 317,614
Accrued liabilities	1,119,446	949,070
Mortgage payable, current maturities	-	32,655
Total current liabilities	<u>1,204,909</u>	<u>1,299,339</u>
Long-Term Debt		
Mortgage payable, less current maturities	<u>-</u>	<u>1,046,034</u>
Net Assets		
Net assets without donor restrictions	3,506,871	2,469,114
Net assets with donor restrictions	1,000	1,000
Total net assets	<u>3,507,871</u>	<u>2,470,114</u>
Total liabilities and net assets	<u><u>\$ 4,712,780</u></u>	<u><u>\$ 4,815,487</u></u>

FAMILY SERVICES OF GRANT COUNTY
HEAD START/EARLY HEAD START
BASIC GRANT
11/1/2023-10/31/2024

CODE	TITLE	TOTAL EHS/ELC	HS	TOTAL ALL PROGRAMS
4001	Grants Basic Grant	2,672,625	2,296,617	4,969,242
	Training	-		-
4001	COLA	-		-
	Quality Improvement			-
	Tranfer of Funds	-		-
	Program Income			
Total Income		2,672,625	2,296,617	4,969,242
Salaries and Benefits				
5100	Salaries and Wages	1,768,975	1,439,574	3,208,549
	Bonus	-		-
5210	FICA/Medicaid	135,327	110,127	245,454
5211	Workers Compensation	51,300	41,748	93,049
5212	Unemployment	82,870	83,495	166,366
5320	Health I Dental Insurance	256,442	219,697	476,139
5321	Paid Family Medical	14,152	11,517	25,668
5430	Retirement Match	13,892	14,396	28,288
Total Fringe Benefits		553,983	480,980	1,034,964
Total Salaries and Fringe Benefits		2,322,957	1,920,554	4,243,512
Total Travel		-	-	-
Total Supplies		62,850	77,700	140,550
Total Contracted		104,996	97,033	202,029
Total Travel and Training		-	-	-
Total Other		181,821	201,330	383,151
Total Expenditures		2,672,625	2,296,617	4,969,242
Net		(0)	0	(0)
Per Child		30,371	30,622	30,486

2023 Administration and Management

Sally Gundry, MSW, Executive Director
7/1/10 to 12/31/2023

Annette Hippolyte, Human Resource Director
2/27/95 to 12/31/2023

Lori Bennett, MSW, Family Services Department Manager
1/11/10 to 12/31/2023

Debbie Bilodeau, BA. Ed, Education Department Manager
5/4/13 to 12/31/2023

Catie Darrow, Fiscal/HR Coordinator
7/13/15 to 12/31/2023

Jennifer Downer, BA. Ed, Education Specialist
8/10/15 to 12/31/2023

Gena Hintz, BA. Ed Education Supervisor
08/21/17 to 12/31/2023

Zaire Anaya-Hernandez, BA Ed, Early Care Supervisor
5/1/19 to 12/31/2023

Gail Marie Chambers, PACT Supervisor -
08/28/17 to 12/31/2023

Kitty Thomas, ERSEA/Parent Engagement Specialist
1/31/18 - 12/31/2023

Nanette Kagele, LPN, Health Specialist
10/16/17 to 12/31/2023

Daniel Jungers, IT Technician -
08/20/15 to 12/31/2023

Julie Wiltse, Nutrition Specialist
8/22/16 to 12/31/2023

Ivette HR/Fiscal Assistant
10/23/18 to 12/31/2023

FSGC does not discriminate on the basis of race, color, national origin, age, disability, religion, or sex (including pregnancy, sexual orientation, and gender identity).



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
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