

Child Care Resources Community Impact Report

2021-2022



Contents



SPECIAL THANKS

Child Care Resources would like to give special recognition to former board member, longtime supporter, and talented photographer, Lisa Bontje, who continues to generously volunteer her time capturing beautiful photos to tell the story of CCR's mission of nurturing and sustaining child-centered, antiracist early learning communities.

Thank you, Lisa, from all of us at CCR!



© LISA BONTJE PHOTOGRAPHY

02	Year in Review
04	Mental Health - Holding Hope
09	Family, Friend, & Neighbor Program
14	Coaching
16	Early Head Start
20	Seattle Preschool Program
22	Advocacy
28	By the Numbers
34	Board of Directors
36	Donors



YEAR IN REVIEW

Greeting from our CEO & Board President

For Child Care Resources, this was the year of living into a new kind of normal. With our minds, hearts, and efforts committed to Covid response and relief, we renewed our focus and vigor on our core bodies of impact: to ensure that all families and children have access to an early learning world that is filled with high-quality experiences. And we wouldn't be living in our community centered beliefs if we didn't grow, innovate, and build new partnerships along the way.

As children returned to school, parents and caregivers resumed more consistent work schedules, and child care for our earliest learners remained a paramount need locally, across Washington state, and nationally. Underfunded child care systems seemed like they might crumble under the immense pressures of 2022.

We witnessed higher needs in children in child care as a result of tumultuous pandemic years, and an exodus of the child care workforce due to high responsibility and poverty wages.

This all contributed to massive demand on a child care system already struggling to maintain an adequate number of slots for children.

CCR stepped in and mitigated pain points. Working with public partners, CCR helped move millions of dollars into the hands of child care providers in the form of sustainability and wage enhancement grants AND connected thousands of families to additional subsidy support so they could afford child care. If you layer on the endless safety and health supplies we distributed to providers and the vaccination clinics we helped set up, our efforts relieved significant stress on the child care world.

As our vast network of coaches and trainers returned to in-person work, we deepened our focus on aiding our children who have experienced so much chaos through the pandemic and wrapped our support around providers and families. This, too, will be a growing area of work in the future as CCR's early childhood mental health and social-emotional consultants and intervention programs continue to strive to meet the increasing need for this life-changing work in our communities.

While we couldn't be more proud of this work, we can't avoid the fact that it's not a substitute for fixing our foundationally broken child care system. Our advocacy efforts in 2022 were emblematic of CCR's values. We built and supported Advocacy Pods of staff, Board, providers, families, and community members in each of our local legislative districts elevating a powerful collective message: significant change in the funding structure of early learning is critical for our society's survival. This is an effort we will pursue relentlessly until all families can rely on an equitable, honoring early learning system.

We mirror this intention in our new CCR Mission Statement:

To nurture and sustain child-centered, antiracist early learning communities.

As we look toward 2023's new normal, we're thrilled to welcome a new Board President in July, as Richard de Sam Lazaro's two-year term came to a close. Our new President, Rebecca Benavides, has been deeply involved in our work as a Board Member since 2018. Bringing her expertise from years in private practice and now business and operations experience at Microsoft and her passion for children and families, Rebecca is leading the CCR Board into our next phase of impact. Our goals include deepening our early childhood mental health services, ensuring that our core bodies of work - access and high-quality early learning - are growing and innovating to meet the needs of our communities, and advocating for a more equitable early learning system. We cannot wait to share what we will soon accomplish! Thank you for your dedication and support for us along the way!



Phoebe Sade
CEO



Richard De Sam Lazaro
2021-2022
BOARD PRESIDENT



Mental Health
Holding Hope





© LISA BONTJE PHOTOGRAPHY

MENTAL HEALTH

Holding Hope

Over the past five years, the Washington State Legislature and the Washington Department of Children, Youth, and Families (DYCF) have partnered with Child Care Aware of Washington (CCA of WA) to implement the Holding Hope Infant and Early Childhood Mental Health Consultation program across the state.

CCR is contracted with CCA of WA to conduct this work in King and Pierce counties. CCR's Holding Hope consultants support Early Achievers child care providers in the following areas:

- Building, supporting, and strengthening caregivers' capacity to promote optimal social and emotional development for the children they serve
- Preventing, identifying, and reducing the impact of mental health challenges among children and families
- Supporting the social and emotional wellbeing of children and adult caregivers

Services provided by Holding Hope consultants are relationship-based, and are collaborative and individualized to meet the needs of children, families, and providers in ways that are respectful and responsive.

SERVICES OFFERED

Child/Family Consultations

During Child/Family Consultations, CCR consultants collaborate with providers, families, and caregivers to assess, understand, and address needs and develop individualized plans. Consultants help assist with children who display challenging behaviors, have specific developmental concerns, are close to expulsion, have difficulty with transition, are dealing with grief and/or loss, and/or are witnessing or experiencing violence at home or traumatic events in their community.

Classroom Consultations

Classroom Consultations create opportunities for caregivers, providers, and coaches to address practices, conditions, and stressors affecting relationships between adults and children. Consultants establish effective transition routines in the classroom, build a better classroom climate to support children's individual needs and development, implement Social Emotional routines/curriculums in the classroom, and develop strategies with providers to foster children's self- and co-regulation.

Program Consultations

Consultants collaborate with administrators, directors, coaches, and others to support changes in practice and policy to benefit all children, families, and adults in the early learning setting. Consultants support staff with pandemic-related stress and compassion fatigue; build staff morale and support effective workforce development; and create program supports to reduce children's likelihood of expulsion, and build awareness and understanding of anti-bias education.



In 2021-2022, CCR employed four Holding Hope consultants who supported 108 different families and providers through their services (including both closed and active cases). Consultation services were provided in both virtual and in-person settings, with more on-site visits permitted by loosening pandemic restrictions than in 2020-21.



Family, Friend, & Neighbor Program



© LISA BONTJE PHOTOGRAPHY

Family, Friend, & Neighbor Program

FFN stands for Family, Friend, and Neighbor, and includes anyone caring for young children outside the formal early learning programs: grandparents, aunts, uncles, neighbors, siblings, and parents.

380,000 estimated young children are not in formal early learning programs in Washington State

This means that they rely on FFN care. CCR is committed to ensuring that support and resources are available to children, families, and caregivers outside of licensed care programs.

FFN care is most often found among communities of color, immigrant and refugee families, families with lower incomes, and those caring for children with special needs. Families choose FFN care for many reasons: flexibility, affordability, cultural connection, and of course, trust.

CCR is a national leader in supporting FFN caregivers, placing a heavy focus on creating authentic partnerships with BIPOC (Black, Indigenous, and People of Color)-led organizations. As a result, the FFN team has been asked by organizations across the United States to provide consultation and expertise for FFN-centered programs and policy – especially when it comes to applying a racial equity lens.

Currently, the FFN team is working closely with Child Care Aware of Washington to expand resources and support to caregivers and communities across the state.

FFN SPOTLIGHT

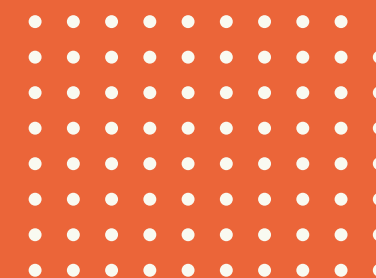
Kaleidoscope Play & Learn Groups

Kaleidoscope Play & Learn (KPL) groups are play groups facilitated by community based organizations, schools, libraries, early learning programs, and other family serving agencies. KPL groups are made up of FFN caregivers, parents and children in their care. Each facilitator is highly trained and has connections to and an understanding of the cultural community of its participants.

Now that pandemic restrictions are easing up in Washington state, FFN caregivers have been eager to meet in-person again. KPL groups have begun the transition from virtual to in-person spaces. Groups offer a safe place for caregivers to bring up concerns and get support with the pandemic's impacts on children's social and emotional development, as the pandemic impacted children's ability to socialize outside of the home. We continue to share COVID-19 prevention information, supplies, and resources with caregivers through our network of KPL groups.



© LISA BONTJE PHOTOGRAPHY



79 new KPL facilitators were trained last year

Xin chào

habari

12 different languages used to facilitate KPL groups

In a survey following training sessions for Brothers & Sisters Program, 100% of participants...

- ◆ Said they will use what they learned to change the way they care for young children
- ☀ Agreed that they know more now about how children develop
- ◐ Agreed that they feel more prepared to handle an emergency involving a child in their care



FFN SPOTLIGHT

Brothers & Sisters Program

The Brothers & Sisters Program is a program specifically designed for the middle- and high-school aged youth who take care of their younger siblings, cousins, nieces/nephews, and other young children while the children's parents go to school or to work. These youth are often overlooked as caregivers, but make amazing contributions to the happy and healthy development of the children in their families.

The program helps inform these caregivers on the importance of child safety, as well as self-care and mindfulness for the caregivers themselves. CCR is currently working to expand this program even further, having recently received a grant from the Boeing Company to enhance the program's evaluation and curriculum.

“
My children have been attending the Play and Learn with First Five Years and Beyond since the pandemic started, and it has kept both of them engaged. My son is autistic and my daughter has a speech delay, and through this program, they were able to detect it early and help me find speech therapy during the pandemic. She now attends an early intervention program and we see tremendous progress.

Olayinka

Shoreline parent using FFN services, testifying before the Washington State Senate on February 21, 2022



Coaching



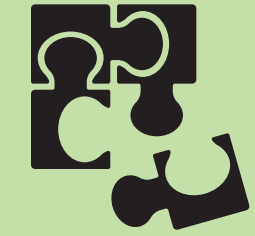
COURTESY OF SPP

Coaching

CCR's Early Learning Coaches are dedicated to helping child care programs - as well as the children attending them - reach their full potential. Coaches work with licensed, center-based, and family home programs across King and Pierce counties, and guide them through Washington state's Early Achievers quality recognition and improvement system.

Each coach works with an average of 25 different providers, offering assistance in every aspect of child care.

This includes the licensing process, curriculum development, quality evaluation and improvement, and professional development for providers and educators. Coaches build one-on-one relationships with the programs and providers they serve, making site visits and offering virtual support to ensure that providers, children, and families have the tools and resources needed to thrive.



1,796

providers supported by CCR
Early Learning Coaches



35,248

children served in total across
King and Pierce county



19

different languages offered
in coaching



Early Head Start



“

The reason why I support [the Early Head Start] program is because there are a lot of families out there who need a little bit more help such as providing stability for the child, giving them a routine so they can be a part of a program, they can learn and everything's the same; it's a steady thing day in, day out.

This program will also help children to thrive. Not just survive, but to thrive...They will get a jumpstart when it comes time for them to enter school...and just build a confidence in them. And what better way than to start out with teaching the children, helping them, working with them so they can make the community stronger and better?

Carolyn Solitarie

—
CHILD CARE PROVIDER

Early Head Start (EHS)

In 2020-2021, CCR applied to participate in the federal Early Head Start – Child Care Partnership program, which partners with established community childcare providers to promote the physical, cognitive, social, and emotional development of infants and toddlers under the age of 4 through safe and developmentally-enriching caregiving.

After securing funding, CCR launched its first full-year program from September 2021 to July 2022.

CCR's Early Head Start – Child Care Partnership Program (EHS) partners with Family Child Care Provider Partners (FCCPs) in Pierce and King counties to serve pregnant people and young children with comprehensive child development and family

support services in low ratio, family-style care settings that are culturally responsive, flexible to family's needs, and based in community.

Our EHS team serves the communities of Federal Way, Tacoma, Lakewood, Spanaway, and Graham, and have care options in Spanish, Punjabi, Somali, Tagalog, and English. EHS is unique in that care hours are extremely flexible: many providers operate between 6 a.m. and 8 p.m, Monday through Friday, while many start earlier than that – some even offer 24-hour care! This allows families to both benefit from EHS services while also continuing to work non-traditional hours or shift work.

PROGRAM GOALS

The CCR Early Head Start program has three major goals in advancing meaningful relationships with providers, staff, and families. Respectively, those objectives are to:

- Develop stable systems to allow for consistent and equitable provider support for the benefit of children, families, and communities.
- Create and sustain an environment, structure, and support system that encourages wellness, fulfillment, and professional growth resulting in staff engagement and retention.
- Collaborate with families to design and implement programming that honors families as the experts of their children and fosters a culture of shared leadership and mutual support.





Seattle Preschool Program

Seattle Preschool Program (SPP)

The Seattle Preschool Program (SPP) was created for the purpose of offering high-quality, affordable, and accessible child care for Seattle families. The program helps prepare 3 and 4-year-olds for kindergarten and beyond, while offering resources such as tuition assistance, family financial assistance, and health screenings.

The accredited and evidence-based curriculum offered by the Seattle Preschool Program was designed with the goal of eliminating the racially disproportionate kindergarten readiness gap. Early learning coaches help SPP teachers provide a culturally responsive, engaging, and nurturing learning environment for all students, and

some SPP classrooms offer dual language instruction.

In 2021-2022, the program worked with 9 different providers to support 35 children in preschool classrooms.

Last year, SPP graduated 17 students in the 2021-22 school year into kindergarten. Additionally, SPP distributed COVID-19 personal protective equipment and essential supplies to families and providers.



© LISA BONTJE PHOTOGRAPHY



Advocacy





Advocacy

Advocacy is an important part of our mission and commitment to anti-racism at CCR, because it allows us to tackle the root causes of the injustices our communities face. We're committed to building space for conversation between community members, elected officials, and government agencies that shorten the distance between the policy that's being created and those living it.

One of the biggest injustices of our early learning system is how little the labor of care is valued - a reality that is rooted in the legacy of slavery where Black women cared for white children as enslaved people, and later as domestic workers. Child care workers today are paid poverty wages despite significant education and experience. This is one of the biggest reasons why we are struggling to retain our diverse, culturally-relevant, and skilled child care workforce and why many programs are having to close their doors. This year, a team of child care providers is developing a multi-year strategy to raise provider wages and provide dignified benefits and support. We are incredibly grateful to the diverse team of providers that have stepped up to be a part of this and tell advocates and governments what they need - not the other way around.

The early learning system we dream of is rooted in equity. It is a system that values each child and caregiver, and allows for a diversity of care options that can support each child and family's unique needs and cultural identities. As a community, we have stepped up during the pandemic and built some amazing momentum for early learning, AND we know that the needs our system is facing are more serious than ever. This moment requires that every level of government and every community partner to come to the table. Thank you to everyone in our community for engaging in advocacy, and we invite you to join us if you haven't yet. We are excited to see this community power grow!

Advocacy Pods

This year marked the 2nd year of our Advocacy Pods program. The Advocacy Pods were created during the pandemic as a way to create more accessible and powerful ways to advocate. They are built on the belief that the stronger the local relationships are amongst advocates and their elected officials on a neighborhood-by-neighborhood basis, the more powerful our advocacy will be on a larger geographic scale. Advocacy Pods bring together community members from across the early learning spectrum who all live in the same legislative district, including: Child care providers, parents, Family, Friend & Neighbor caregivers, CCR staff and board members, and community partners. Each Pod meets with their elected officials to share the realities of what it's like to navigate finding and offering care in their neighborhoods.

We know that any room that includes this diversity of voices and perspectives holds a wealth of knowledge, vision and solutions.

Some meetings are straight to the point, in others we share tears, and babies are always welcome on the screen. Ultimately they are a space for our community to share stories, hard truths, insights and concerns.

Advocacy Pod Fun Facts

- ◆ This year we met virtually with **35 elected officials** across our region who serve in the state legislature, county government, and Congress.
- ▲ We created an advocacy newsletter this year! Our listserv includes roughly **200 people**, including CCR staff, and goes out weekly during the state legislative session and monthly during the rest of the year.
- ✿ The CCR Advocacy Pods include **24 pods** representing each of the legislative districts in King & Pierce Counties.
- We aim to meet during nap time in the early afternoon so that child care providers can easily join as well as parents and other caregivers. Kids set the schedule!
- ◌ As of 2022 we have **173 members**, 91 of whom are not CCR staff.



A 2021 Story

In the fall of 2021, one of our Advocacy Pods was meeting with an elected official when we received the news of a tragedy that had occurred in our community. In our group were several CCR coaches, a child care provider, and members of our mental health team who all had their own connection with the children whose family was impacted and the child care provider that cared for them. In real time, the legislator witnessed our team mourn this difficult situation and come up with a strategy to make sure the child could continue to attend their child care program where they had a strong bond with their provider, offer mental health services for the

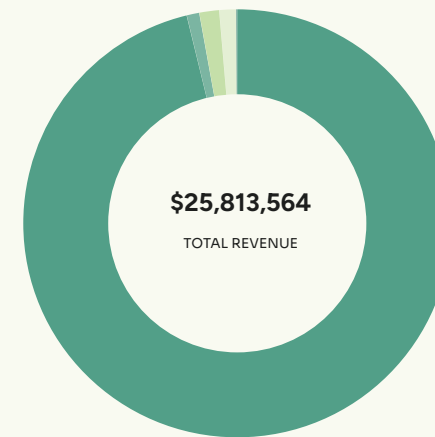
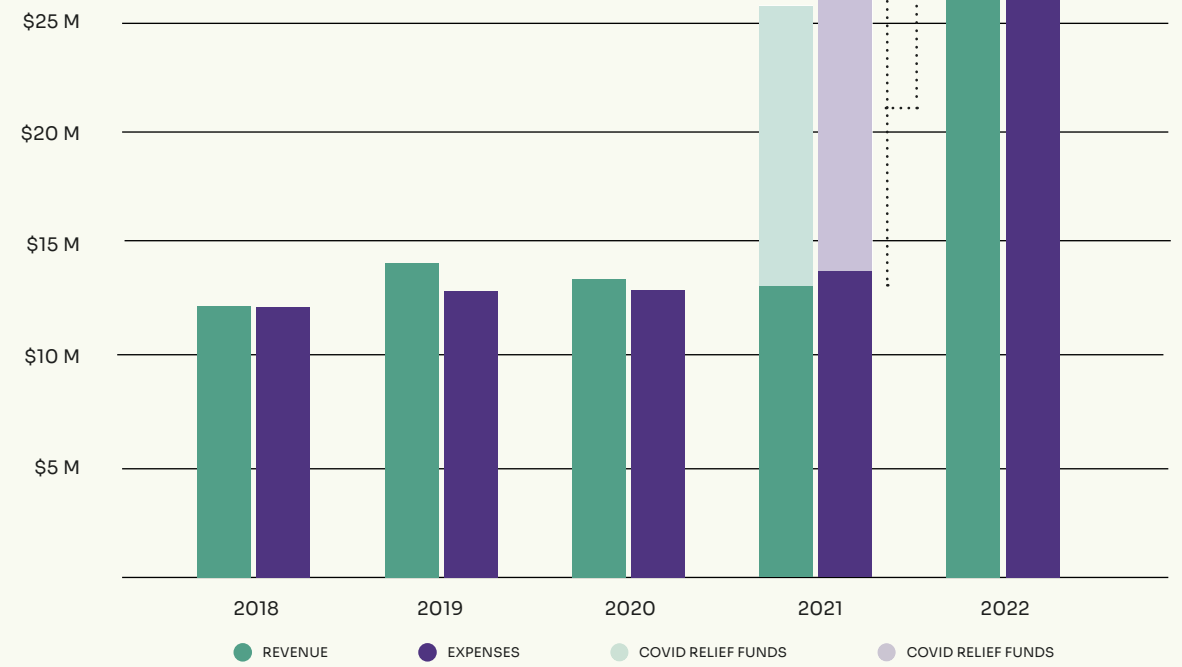
child and provider, and ensure the provider had resources to support the child through this transition. We had all come to that meeting to share with the legislator about the need to increase funding for Infant & Early Childhood Mental Health Consultation and financial support so that child care programs can remain open. Instead, the legislator got an inside view of the depth of relationships that make up the early learning system in our state, and what it really takes to support the resilience and wellbeing in children as they navigate difficult realities in their young lives.



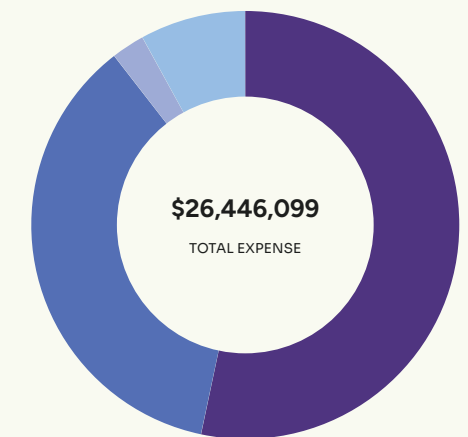
By the Numbers

2021-2022 Financials

COVID-19 RELIEF FUNDS
 Child Care Resources played a critical role partnering with public entities to pass federal and local relief funds directly to child care providers and families.



- \$24,833,226 GOVERNMENT GRANTS AND CONTRACTS
- \$245,867 FOUNDATION & CORPORATE GRANTS AND FUNDS
- \$386,481 INDIVIDUAL GIVING & SPECIAL EVENTS
- \$332,990 EARNING INCOME
- \$15,000 IN-KIND CONTRIBUTIONS



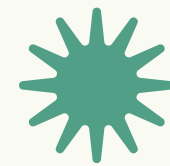
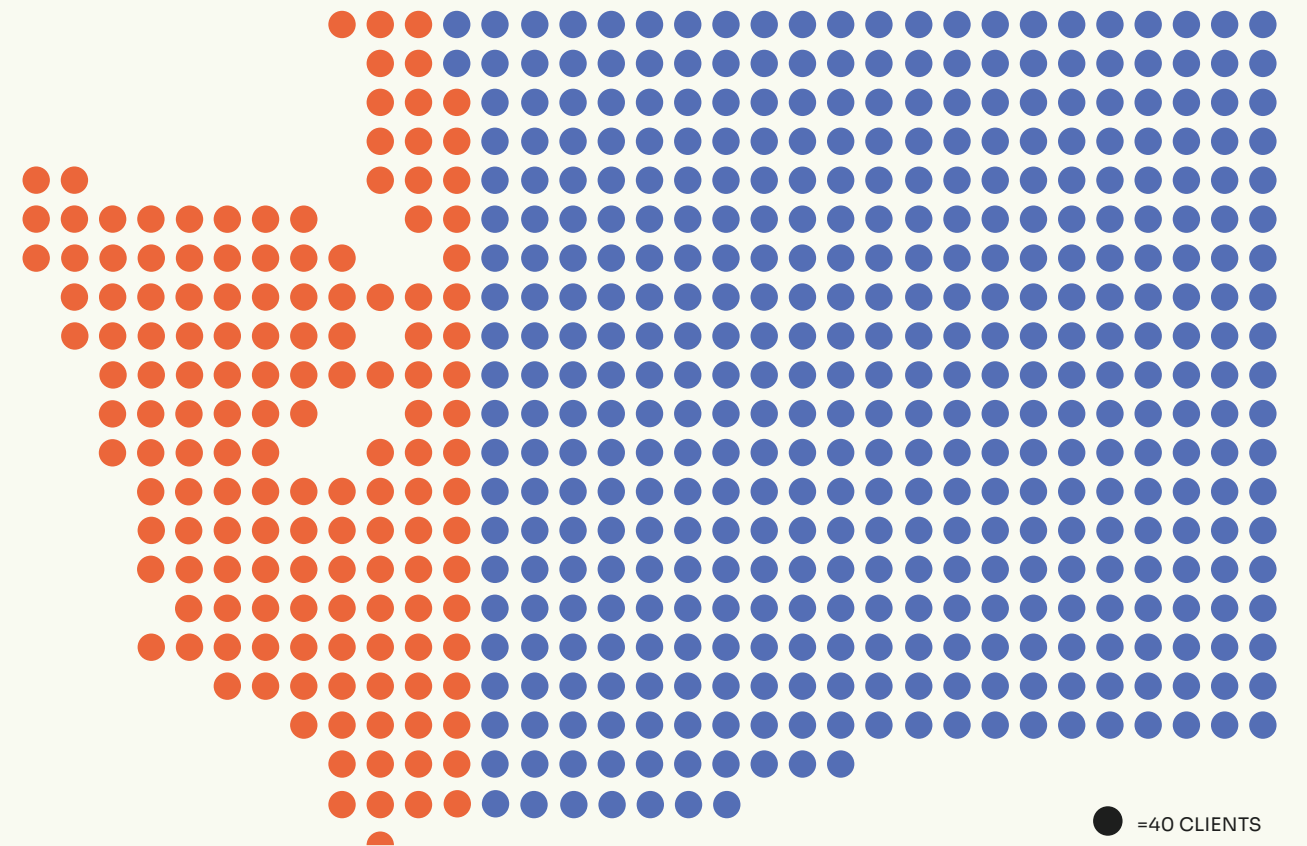
- \$14,102,631 SERVICES FOR PROVIDERS
- \$9,567,772 SERVICES FOR FAMILIES
- \$664,290 FUNDRAISING
- \$2,111,406 MANAGEMENT & GENERAL



Statewide Call Center



Child Care Resources operates the Child Care Aware of Washington Family Resource Center, which serves families from the entire state of Washington. Offering child care provider referrals both online and over the phone, CCR specialists are available Monday-Friday from 8:30 a.m. to 4:30 p.m. at no charge for families. CCR specialists work within each family's criteria to find care options that fits their budget, culture, and work schedule, and can also help families secure subsidies and funding to make child care more affordable for their unique financial situation.



22,621

total referral searches completed

15,920

total clients served



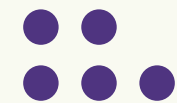
199

veteran families served



374

families who speak limited English served



156

families who identify as immigrant or refugee served

By the Numbers

2021-2022

HOMELESS NAVIGATION



321 families

connected to care

PLAY & LEARN



2,688 caregivers

utilized CCR's Kaleidoscope Play & Learn groups

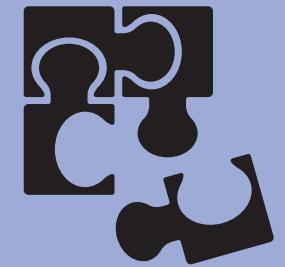
FAMILY, FRIEND, & NEIGHBOR



875 caregivers

received supplies and grants from CCR

COACHING



1,796 providers

supported by CCR Early Learning Coaches

SUBSIDIES



6,179 vouchers

for childcare were given to low income or homeless families

SUBSIDIES



\$6,267,516.69

total subsidy support from vouchers for low income or homeless families

COACHING



35,248 children

served in total across King and Pierce county

COACHING



19 languages

available in coaching

Board of Directors

CHAIR

Richard De Sam Lazaro

Executive Committee - Chair
Board Development Committee - Member
Transition Committee - Member

SECRETARY

Laura Kneedler

Strategic Planning Committee - Member
Executive Committee - Member

VICE CHAIR

Vivien Savath

Strategic Planning Committee - Chair
Executive Committee - Member

TREASURER

Lindsay Coates

Finance Committee - Member
Exec. Committee - Member

Aubrey Beals

Exec. Committee - Member
Fund Development Committee - Co-Chair

Rebecca Benavides

Board Development - Chair
Finance Committee - Member
Exec. Committee - Member

Vincent Duffy

Advocacy Committee - Member
Finance Committee - Member
Board Development Committee - Member

Roshini Durand Mootoosamy

Exec. Committee - Member
Finance Committee - Chair

Tafona Ervin

Advocacy Committee - Member

Adrienne Keffeler

Fund Development Committee - Member

Evelyn Lemoine

Board Development Committee - Member
Transition Committee - Member

Matthew Mauer

Exec. Committee - Member
Advocacy Committee - Chair

Carter Osborne

Exec. Committee - Member
Fund Development Committee - Co-Chair
Transition Committee - Member

Brian Stout

Advocacy Committee - Member

Adam Teal

Board Development Committee - Member

Brooke Williams

Exec. Committee - Member
Advocacy Committee - Member
Transition Committee - Chair
Fund Development Committee - Member



Donors

A special thanks to...

1225 Mar, LLC
 Sadikifu Akina-James
 Albert & Pamela Bendich Charitable Trust
 Sonia Alvarenga
 Amazon
 AmazonSmile
 Emily Anthony & David Maymudes
 Reinette & Wayne Arase
 Melanie Arena
 Nancy Ashley
 Nina Auerbach & Gretchen Douma
 Shirley S. Baer
 Nancy & Charles Bagley
 Holly Bamford-Hunt
 Banner Bank
 Susan Barbeau
 Cynthia Barrientos
 Irene Basloe-Saraf & Tal Saraf
 Aubrey Beals
 Jeanette Beaumier
 Amy Bell
 Rebecca Benavides
 Erica Benson-Hallock
 Michael Benzikry & Evelyn Rubinstein Benzikry
 Brittany Bepler
 BERK Consulting, INC
 Li Bernstein
 Abigail Berube
 Dana Bettinger
 Bill & Melinda Gates Foundation
 Darren Blanford
 Paul Bloom
 The Boeing Company
 Katie & Brian Boland
 Lisa & Norm Bontje
 David Boutcher
 Brian Boyd
 Beth Boydag
 Maza Brady
 Philip Brady
 Sarah Brady
 Matt Bratlien
 Douglas Brinbury
 Jessica Cafferty

Cambia Health Foundation
 Karen Campbell
 Child Care Aware of Washington
 CMAH Fund
 Kate & Jeff Cochran
 Ida & Emmett Collins
 Commencement Bank
 Lisa Conley & Jeff Williams
 Janice Cook
 Justin Cooper
 Paul & Pam Cope
 Amy & Larry Corey
 Costco Wholesale
 Terrence & Manuela Crowley
 Amanda Cuthbert
 Peter & Linda Dahl
 Richard de Sam Lazaro
 Janice Deguchi
 James Delong
 Sue Densmore
 Katie Dewees
 Vinnie & Roslyn Duffy
 The Duffy Revocable Trust
 Roshini & Alain Durand
 Kimberly Early
 Julie Edsforth & Jabe Blumenthal
 Sarah & David Eitelbach
 Ruth & Bruce Engle
 Chris & John Enslein
 Tafona Ervin
 Expedia
 Bev Falgione
 Karen Faulkner
 Ging Ging Fernandez
 Bob Findlay
 Dan Fishman
 Kathryn Flores & Lynn Gordon
 Joanne Fong & Nick Mitchell
 The Forest Foundation
 Janet Frohnmayer & David Marques
 JoAnn Galliano & Tom Emig
 Beth Gendler
 Natalie Gendler
 Maryn Gerdes

Susan Gordon
 Sarah Gray
 Rush Green
 Betty Greene
 Hana Gregory
 Angela Griffin
 Cathy & David Habib
 Elizabeth Hall
 Judy Hall
 Thomas L. Halliwell
 Mark Hamilton
 Enrica Hampton
 Abigail & Alan Hartman
 Ashley Hodgini
 Bethany Houston
 Jeanne Irby & Diane Meinke
 Naomi Jackson
 Martha & Sam Jacobs
 Christina Jacobson
 Jacobson Jarvis & Co., PLLC
 The John & Nancy Sabol Foundation
 Nancy Jorn
 Ruth Kagi
 Katie Kaiser
 Mike Kasprzak & Betty Williams
 Mary & Jeremy Keating
 Lily Kee Pro시오
 Kathleen Keefe
 Adrienne & Brian Keffeler
 Seth Kelsey & Virginia Lachmann
 Kris Kendall-Jones
 Mihee Kim
 Joyce Kling
 Diane Kroll
 Annie Krusi
 Michael Lasecki
 Queniya Lassiter
 Susan Leavitt & Bill Block
 Evelyn Lemoine
 Natalie & Michelle Lente
 Pearl Leung
 Janet Levinger & Will Poole
 Laurie Lippold & Steven Gelb
 Kathleen Lopes

Richard Lucore
 Susan MacCleary
 Larry Macmillan
 Angela Marcos
 David Marquez
 Christine Martin & Tom Varga
 Jen Martin
 Mary Anne & Chuck Martin
 Rodney Martineau
 Barbara Mauer
 Matthew Mauer
 Elizabeth McLaughlin
 Robert Meador
 Leslie Meltzer
 Janine Meyers
 Milgard Family Foundations
 Greg & Linda Millert
 Jessica Monger
 McKenna Morrigan
 Dane Nakagawa
 Mia Neidhardt
 Network Technology Services, Inc
 Ryan Newell
 Courtney Nolen-Viducich
 Carter Osborne
 Casey Osborn-Hinman
 Marilyn Parish
 Kathryn Parker
 Jill Pavlus
 Lorina Person
 Regina Pittman
 Dinny Polson
 Mary Lynne Poole
 Telca Porras
 Tara & Mahesh Prakriya
 Ryan Pricco
 Heather Proctor
 Steffany & Lin Raynes
 Deanna Reeve
 Angela Roberts
 Brandon Roth
 Audrey Royston
 Christine Ruana
 Bill Rumpf
 John & Nancy Sabol
 Norman & Karen Sade
 Phoebe Sade

Kim Sarnecki
 Vivien Savath
 Pauline
 Mildred Segura
 Sequoia Foundation
 Katja Shaye & Kollin Min
 Caroline & Steve Shelton
 Sheng-Yen Lu Foundation
 Valisa Smith
 Corey Snelson
 Vicki & Peter Sorg
 Sarah Stachowiak
 Janet Staub
 Rachel Steckel
 Brenda Stuvek
 Adam Teal
 Tudor Foundation
 Tulalip Tribes Charitable Fund
 Sara & Luis Tupac
 Tammy Vago
 Alicia Veevaert
 Vulcan Inc.
 Ruth & Todd Warren
 Anne
 Melissa Waters & Brian Sligh
 Martina Welkhoff
 Tatiana
 Adeline Willeto
 Donny Willeto & Justin Whitehead
 Blythe Williams
 Brooke & Josh Williams
 Window of Hope Foundation
 Adrienne Wingo
 Charlotte Wingo
 Alan Wittenberg
 Sherri Wolson & Neil Black
 Ruth Woods
 Marcia Wright-Soika
 Susan Yang
 Billie Young
 John Zagula
 Mariam Zameer & Ammar Haris

PUBLISHED OCTOBER 2022



**Child Care Resources could not do the work
that we do without the contributions of our
valued community of supporters.**



If you are interested in supporting CCR,
please scan the QR code to give today.

childcare.org