

2023 Community Impact Report

Thank you, Lisa!



Lisa Bontje and her husband Norm have been longtime supporters of BrightSpark Early Learning Services. Lisa formerly served as a Board member, and she has since generously donated her incredible photography skills to help us bring the stories of the children, caregivers, providers, and communities we serve to life.

Lisa has graciously captured and shared every image featured in this report, and we couldn't be more thankful for her time and talent!

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INTRODUCTION

Phoebe & Rebecca's Message

Poet, memoirist, and activist Maya Angelou once wrote, "We need Joy as we need air. We need Love as we need water. We need each other as we need the Earth we share."

As we reflect on the achievements and lessons over the past year, Angelou's words resonate deeply. For us, the transition from Child Care Resources to BrightSpark Early Learning Services has been about rediscovering and recentering the Joy that we find in the work we do, and the Love that we have for the community we serve.

We officially became BrightSpark Early Learning Services in March of 2023. This new name came with a bold new look to match, with bright colors and playful shapes representing the happiness and creativity of the children we serve. The name BrightSpark itself represents how we see the spark of joy and promise that lives in every child, and how we are committed to providing the services and resources parents, caregivers, educators, and communities need to foster this flame and ignite positive change for generations to come.

Along with revisioning/revising our brand and image, we needed to align our mission as well. Our new mission is to nurture and sustain child-centered, antiracist early learning communities.

This mission serves as our North Star guiding the work that we do and the decisions that we make as we set out to create a world where every child has a loving and supportive start to life.

For over 30 years, our organization has worked to improve all children's access to high-quality early learning experiences by engaging with families, caregivers, educators, and community members. The foundation of our work remains

our commitment to supporting families and providers in “traditional” child care settings, however, our programs have evolved and expanded to take a more holistic approach to setting children up for healthy, happy lives.

In recent years, we offered programs and services that include expanded subsidies for families struggling to afford care; programs designed specifically for Family, Friend, & Neighbor caregivers; advocacy and community mobilization efforts to advance much needed change in our early learning system; and consultations to support mental and social well-being for children, caregivers, and providers. Thus, we have moved from being an organization focused strictly on child care to one that provides a wide range of early learning services.

In addition to expanding the range of services and programs, in 2016 we expanded our geographic area of service to serve both King and Pierce Counties. Thanks to amazing partnerships with public entities like King County and City of Seattle and support from foundations, businesses, and individual donors, we have a secure foundation for our King County programs. With this knowledge and experience, we have created a strategic priority to replicate these same programs and funding sources in Pierce County so that our families and children all have the same opportunities for high-quality early learning experiences, support, and resources.

As we have enhanced the programs and services we are offering the community over the last several years, we have also invested time, energy, and resources into growing our organization’s internal understanding of and commitment to antiracism. We recognize that, generally and historically speaking, the early learning field is not an equitable one. In the United States particularly, child care is deeply rooted in the tradition of enslaved women of color caring for their oppressors’ children. This racism continues to echo throughout early learning today in the form of low wages, undervalued labor, and racially inequitable experiences for children, families, and providers of color. While we continue to work towards and advocate for change externally, we have a renewed energy around the work

and made our intentions explicit and direct; we are making change in systems and practices internally and externally.

Our evolution into BrightSpark didn’t happen overnight, but instead, was the cumulative result of many years of work. This process was intentional, reflective, and ultimately responsive to the changing needs of the early learning communities we serve. We cannot thank ALL those who participated in or supported us throughout this process enough; without you, this would not be our new reality.

As we continue writing this next chapter of our story, we are committed to living into the values that have guided us to where we are now: finding strength within one another; seeking continuous growth and improvement; and always honoring community strengths. For both those of you who have been with us for a while and those of you who have just joined us recently on our journey, we are truly honored to have your support and invite you to continue working alongside us in this next joyful, loving era as BrightSpark Early Learning Services.



Phoebe Sade
EXECUTIVE OFFICER



Rebecca Benavides

2022-2023
BOARD CHAIR





Provider Services



1,954

total providers served in the 2022-23
fiscal year



34,045

children served in the 2023-23
fiscal year



260

new providers served

PROVIDER SERVICES

Coaching

Early Achievers, Washington State's Quality Rating and Improvement System, has undergone a revision over the last two years and has moved away from a very prescriptive rating system to a more engaging system of quality recognition. The revised Early Achievers engages providers in phases of quality improvement, beginning with a Program Profile then moving to Video Highlights. When they complete these two sections, they can accumulate enough points to meet their state required quality threshold. Providers also have the option to gather more points through Quality Standards and Professional Development to increase their quality rating. They have access to coaching, professional development, and other activities to support their quality improvement journey.

BrightSpark Early Learning Coaches are dedicated to helping child care programs - as well as the children attending them - reach their full potential. Early Learning Coaches work with licensed, center-based, and family child care centers across King and Pierce Counties, and guide them through Washington State's Quality Rating and Improvement System.

During the 2022-2023 fiscal year, the BrightSpark Coaching Team worked to develop a new coaching model called THRIVE Together. THRIVE Coaching will allow for expansion from our current one-on-one coaching model to a more dynamic and enriching coaching model that will enable our coaches to better support various needs.

This coaching model fosters a supportive environment where providers can learn from each other's experiences and insights, creating a sense of community and shared growth. It also exposes providers to a variety of perspectives and approaches to challenges and allows for a broader range of solutions and ideas, access to additional resources, tools, and materials tailored to their specific needs.

Coaching continues to support the licensing process, curriculum development, quality evaluation and improvement, and professional development for providers and educators. It also builds one-on-one relationships with providers through on-site and virtual visits to ensure that providers, children, and families have the tools and resources needed to thrive.

Professional Development

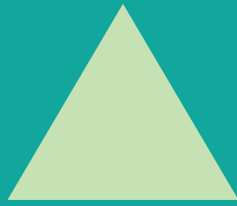
Each year, providers enrolled in Washington's Early Achievers Quality Improvement and Recognition Program are required to complete a minimum amount of STARS training hours. BrightSpark's Professional Development Team partners with Child Care Aware of Washington's Professional Development Academy to provide a variety of opportunities for providers to achieve their STARS hours and advance their understanding of how to best support the children and families they serve. Many opportunities are open to providers not enrolled in Early Achievers as well!

Our Professional Development Team works to create and lead classes that are culturally-responsive, topically-relevant, and designed to cover topics such as child development; social, emotional, and behavioral health; self-care for providers and families; best practices for creating positive classroom environments; and so much more!

Last year, the Professional Development team...

- ◆ Served 1,272 unique providers
- ▲ Provided 583 hours worth of training to providers
- Offered trainings in 4 Languages – Arabic, Somali, Spanish & English
- ✱ Collaborated with 26 BrightSpark staff trainers to facilitate trainings
- ◐ Created 51 custom training requests from Family Child Care and Child Care Center Providers





Family Services

FFN

Family, Friend, & Neighbor Care

Throughout BrightSpark's evolution from focusing on traditional child care to the entire early learning sphere, our commitment to serving Family, Friend, and Neighbor (FFN) caregivers has been a driving force. FFN caregivers include anyone - grandparents, godparents, aunts and uncles, siblings, friends, et cetera - who cares for children while their parent or primary caregiver is away at school or work. And while these caregivers are often overlooked in discussions surrounding early learning, **around 70% of children are cared for by FFN providers.**

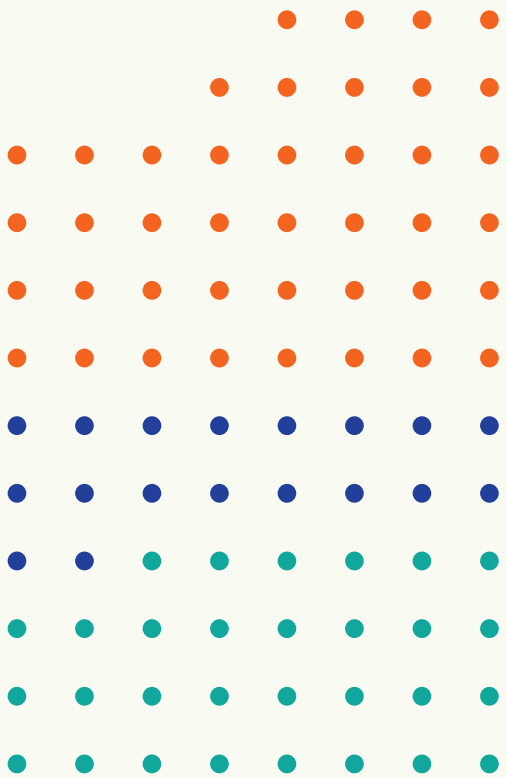
BrightSpark has two major programs that serve the FFN community: Kaleidoscope Play & Learn and Brothers & Sisters. Both are designed to provide an engaging environment where participants can learn about best practices for child safety and development all while fostering community among caregivers.



FFN SPOTLIGHT

Kaleidoscope Play & Learn

The Family, Friend, & Neighbor Team at BrightSpark Early Learning Services offers support and resources to facilitators and groups through the Kaleidoscope Play & Learn (KPL) program. By providing training, curriculums, and guidance to KPL facilitators, we help ensure that caregivers learn important information about child safety, development, and school readiness in a fun culturally-relevant environment where both adults and children are invited to learn through play. KPL groups are offered throughout Washington State - and even across the United States - and available in 17 different languages.



97 new KPL Groups were formed from June 2022 to July 2023

- 30** in King and Pierce Counties
- 18** throughout the rest of WA state
- 49** throughout the United States

Across all new and existing groups, a combined total of 1,249 FFN caregivers, 4,534 parents, and 6,469 children were served by the KPL program last year.

FFN SPOTLIGHT

Brothers & Sisters

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

In the Brothers & Sisters Program, youth caregivers learn about child development, how what they do supports children's well-being and school readiness, child safety as well as practicing self-care and mindfulness techniques to help their own well-being. BrightSpark is currently working to develop this program even further, having received a grant from the Boeing Company in 2023 to add additional early math learning to the curriculum and to enhance the program's evaluation.

Since the program was re-launched in 2020, BrightSpark's FFN team has served 7 cohorts of Brothers & Sisters caregivers. In the 2022-23 fiscal year, 1 new cohort was launched for 12 youth participants, facilitated by Seattle-based nonprofit partner organization [Horn of Africa Services](#).



“

I have become more comfortable with letting messy, unstructured play happen and appreciate it. I have learned how to dress myself and my children properly for outdoor play in all weather conditions. I have learned new, creative ways to play outdoors within different environments using natural materials or whatever is on hand.

FFN Caregiver & KPL Participant

“

We actually are able to socialize by attending. We moved to the area a year ago and had been struggling to find ways to be social. Also, I have remembered the ‘reframing negative behaviors as positive ones’ talk; ie, instead of my child being shy, she is an observer first.

FFN Caregiver & KPL Participant

Early Head Start

Early Head Start (EHS) provides family-centered early learning services for low-income families with very young children - ages 0 to 4 - as well as support for the entire family. EHS partners with family child care centers to create curriculums, design activities, and offer community resources that promote the development of the children. This program also enables parents to fulfill their roles as parents and to move toward self-sufficiency.

EHS prioritizes affordability and flexibility, offering subsidized - and often free! - care for qualifying families. Many partner providers start earlier than 6:00 am and may even offer 24-hour care, which allows families to both benefit from EHS services while also continuing to work non-traditional hours or shift work.

Families work with EHS Specialists in addition to their providers to help them determine their long-term goals and direct them to

community resources to help with their overall physical, mental, and financial well-being.

THESE RESOURCES INCLUDE:

- Access to physical and mental health coverage and screenings
- Support with special needs and early intervention
- Support with long-term/sustainable housing
- Domestic violence prevention and intervention support
- Substance abuse intervention supports
- Job training, higher education, and work placement
- Financial education and stability support

In the 2022-23 fiscal year, BrightSpark's EHS team served the communities of Federal Way, Tacoma, Lakewood, Spanaway, and Graham, and offered care options in Spanish, Somali, and English.



Seattle Preschool Program

The Seattle Preschool Program (SPP) was created as a partnership between the City of Seattle 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.

SERVICES

- Comprehensive Services provide a higher level of support for challenging behaviors that include mental health support.
- Classroom Maintenance and startup financial assistance.
- Family Financial Assistance intended to support families in identifying solutions for challenges or barriers to their child's full participation in a high-quality preschool program and to improve child outcomes.



In 2022-2023, the program worked with 11 different providers to support 46 children in preschool classrooms.

SPP graduated 21 students into kindergarten in the Spring of 2023.



Subsidy Programs

BrightSpark is committed to helping families find early learning programs that fit their schedule, lifestyle, values, and budget - no matter their employment and/or housing circumstances. This is why we partner with city and county departments to offer four different subsidy programs to help families across King and Pierce Counties overcome equity challenges and access the right care for their kids.

King and Pierce Counties Homeless Child Care Subsidy Program

BrightSpark assists families experiencing homelessness - and in some circumstances families with eviction notices - with support navigating and paying for child care. The Homeless Child Care Subsidy Program (HCCSP) covers the full costs of a child's care and assists parents with accessing diapers, clothing, and other services for their family. The HCCSP is meant to be a bridge for the family to access long-term, sustainable support with their child care expenses. Families receive initial authorizations of 3-6 months depending on funding availability and the family's situation and are supported with navigating eligibility and applying for long-term funding sources.

Pierce County Student Child Care Financial Assistance Program

The Pierce County Student Child Care Financial Assistance Program provides support for parents who are in a post-secondary education or work training program and struggle to pay for child care. This program typically pays a portion of the families' child care expenses. Families remain eligible for the program for the duration of the parent's post-secondary education or work training program as long as the family resides in Pierce County.

King County Suburban Cities Child Care Financial Assistance Program

BrightSpark assists low to moderate income families residing in Auburn, Bellevue, Redmond, and Kent with child care expenses. The Suburban Cities Child Care Financial Assistance (Suburban CCFA) Program pays a flat rate based upon the family's size, income, their child(ren)'s age, and if the child is in full- or part-time care.

King County Veteran Student Child Care Financial Assistance Program

In partnership with the King County Veterans, Seniors, and Human Services Levy, BrightSpark administers a subsidy program for student parents that have served in the United States military. Eligible families must reside in King County, have previously served in any of the armed forces, and be participating in job training or post-secondary education at the time of enrollment. This program is unique as it allows families to have families, friends, or neighbors provide care for their children as well as licensed child care providers. This program also pays a predetermined rate based on the family's size, income, their child(ren)'s age, and if the child is in full or part time care.



By the Numbers

- ◆ Over the course of the 2022-23 fiscal year, the Homeless Child Care Subsidy distributed \$499,053.34 to 67 families and 89 children between King and Pierce Counties.
- ▲ Additionally, the Child Care Financial Assistance program distributed \$2,093,863.80 to 428 families and 577 children between King and Pierce Counties.





Community Engagement



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.

BrightSpark is contracted with CCA of WA to conduct this work in King and Pierce Counties. BrightSpark'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, 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 loss, and 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 better classroom environments 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 center administrators and 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.



HIGHLIGHTS

◆ **This year, we have received around 59 referrals from the community.**

Through those referrals we have been able to serve more than 200 different children, families, and early learning providers in King and Pierce Counties.

✱ **This year, we have successfully created and implemented additional support service for the providers who are on the waiting list through our Holding Hope Office Hour and Group Consultation.**

Both services provide providers with opportunities to connect and receive initial support directly from our MHC Consultants.

◌ **We're offering more than consultation alone.**

In addition to consultation, our Holding Hope Program has been continuously providing training and professional development to our Early Learning Communities with topics around Infant Early Childhood Mental Health such as: Trauma Informed Care, Challenging Behavior, Therapeutic Transition, etc.

● **We boosted our advocacy work.**

In October of 2022, Holding Hope representatives testified to support the Prenatal through 5 Relational Health Subgroup (P5RHS) Panel Discussion as well as the expansion of Infant Early Childhood Mental Health Consultation (IECMHC) during the 2023 Legislative Session.



Advocacy

Advocacy is an important part of our mission and commitment to antiracism at BrightSpark, 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 child 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.

In 2022, a team of child care providers developed 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 over the last few years 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

2023 marked the third year of our Advocacy Pods program. The Advocacy Pods were created 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, BrightSpark 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, paying for, 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

- ✱ In the 2022-23 fiscal year, we met virtually and in-person with **48 elected state legislators** as well as sending delegates to Washington DC to meet with federal representatives.
- ✱ The BrightSpark Advocacy Pods include **24 pods** representing each of the legislative districts in King & Pierce Counties.
- As of 2023 we have **234 members**, with over 100 of them providers, family members, and external partners outside of BrightSpark staff.
- 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!

Early Learning Wins

◆ Working Connections Child Care (WCCC)

Child care subsidies must cover at least 85% of the cost of care, based on current market rates.

Allows for anyone, regardless of their immigration status, to apply for WWWC without their status being a factor in determining eligibility.

✦ Expansion for FFN Play & Learn Groups and Infant Early Childhood Mental Health Consultants

◐ DCYF may grant a consumer experiencing homelessness a twelve-month grace period to submit their documentation

Wins for Providers

◆ The Washington State Legislature increased the Non-Standard Hours Bonus (NSHB) to \$135 per month for providers.

✦ Continuation of Equity Grants

Directs DCYF to distribute funds to support culturally and linguistically inclusive early learning and early childhood programs across the state.

◐ Continuation of Complex Needs Fund

Promotes inclusive, least restrictive environments and supports providers serving children with developmental delays, disabilities, behavioral needs, or other unique needs.

● Eliminate Background Check Fees for Current and Future Providers

Removes licensing and background check fees for those entering Washington's child care workforce.



King County Early Learning Coalition

In Spring of 2022, BrightSpark Early Learning Services became the King County Early Learning Coalition (KCELC) Organizational Lead. In this role, they support and facilitate the Coalition. KCELC monthly meetings started up in January of 2022 focusing on building community, understanding current King County needs, and redefining the Coalition.

Throughout the 2022-23 fiscal year, the KCELC continued to meet monthly and grew to include a total of 15 organizations that regularly participate in meetings, with 10 new organizations on board. In February of 2023, the coalition designated three Early Learning Network Leads to collect and amplify the voices of child care providers, health care providers, and community advocates.

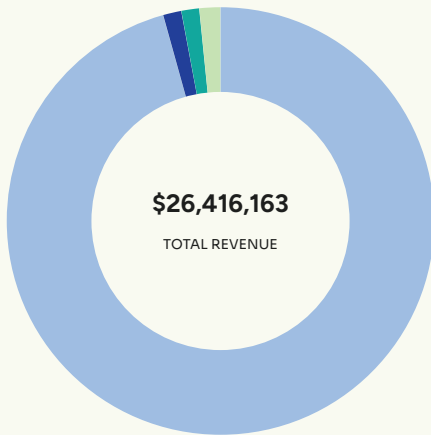
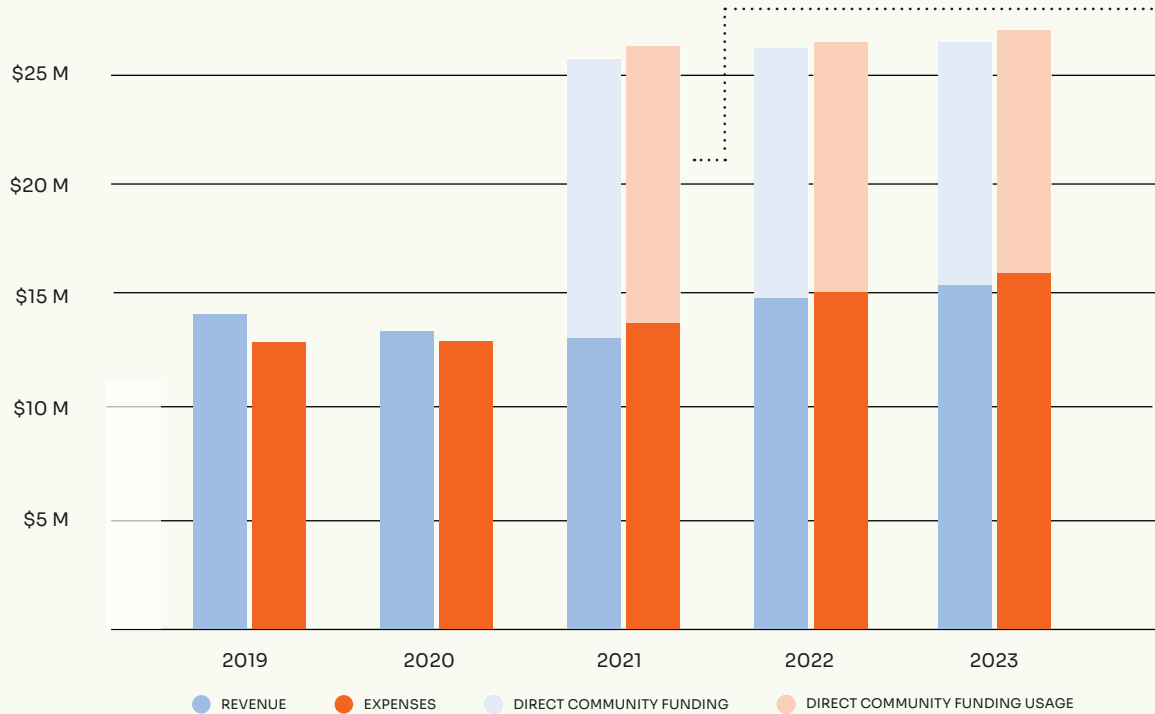


Fast Facts & Figures

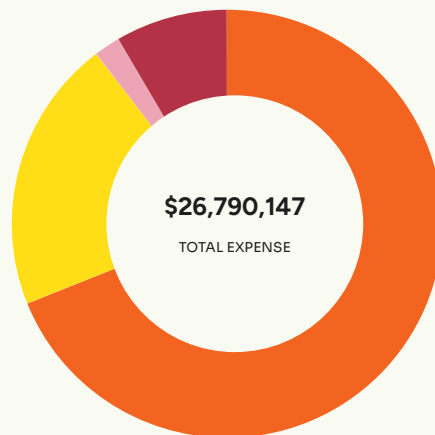
2022-2023 Financials

DIRECT COMMUNITY FUNDING

BrightSpark Early Learning Services plays a critical role partnering with public entities to pass federal and local relief funds directly to child care providers and families.



- **\$25,274,710**
GOVERNMENT GRANTS AND CONTRACTS
- **\$365,459**
FOUNDATION & CORPORATE GRANTS AND FUNDS
- **\$359,320**
INDIVIDUAL GIVING & SPECIAL EVENTS
- **\$416,674**
EARNED INCOME



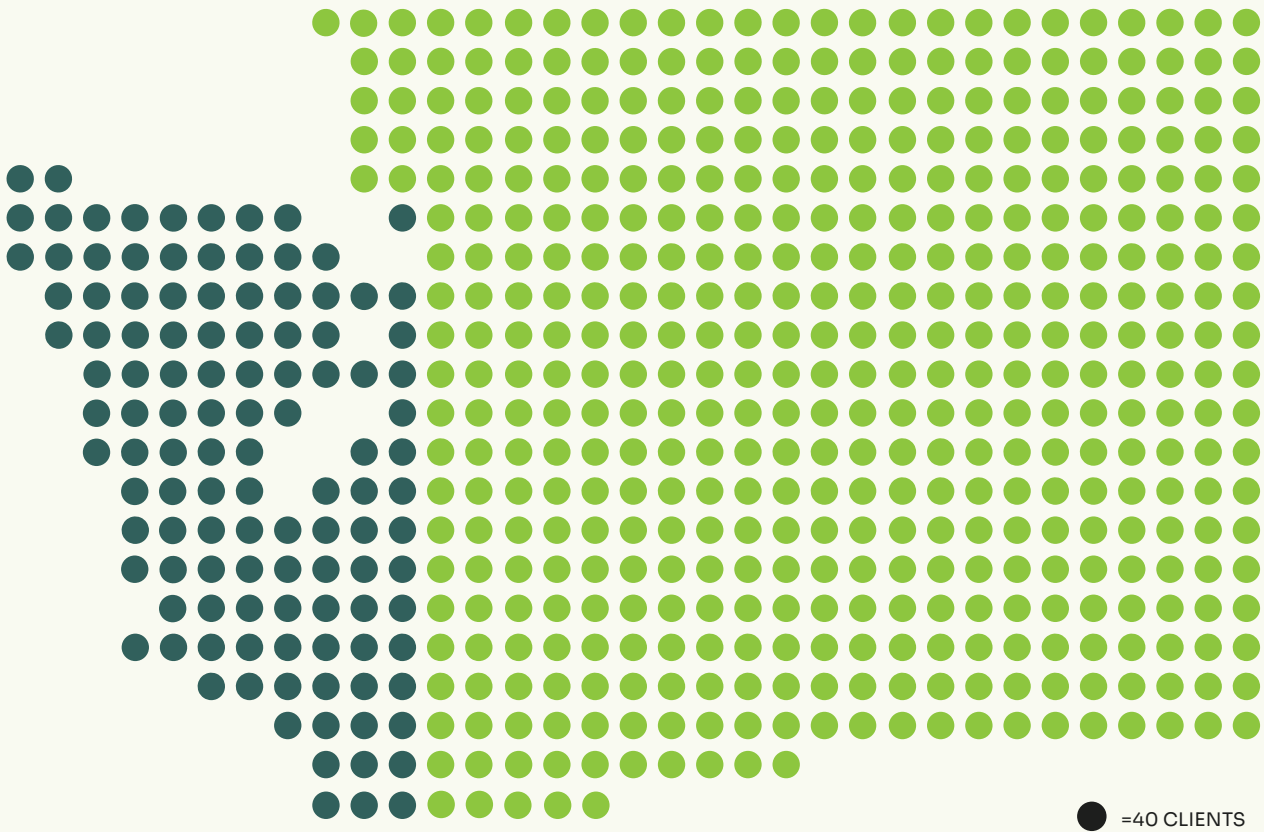
- **\$18,463,735**
SERVICES FOR PROVIDERS
- **\$5,542,563**
SERVICES FOR FAMILIES
- **\$524,918**
FUNDRAISING
- **\$2,258,931**
MANAGEMENT & GENERAL



Child Care Aware of WA Family Center



BrightSpark operates the Child Care Aware of Washington Family Center, which serves families from the entire state of Washington. Offering child care provider referrals both online and over the phone, BrightSpark 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.



17,896

total referral searches completed

14,108

total clients served



123

veteran families served



180

families who speak limited English served



79

families who identify as immigrant or refugee served

By the Numbers

HOMELESS NAVIGATION



**573 families /
873 children**
connected to care

PLAY & LEARN



1,249 caregivers
utilized BrightSpark's Kaleidoscope
Play & Learn Program

COACHING



1,954 providers
supported by BrightSpark's Early
Learning coaches

COACHING



34,045 children
served in total across King and
Pierce counties

2022-2023 Fiscal Year

PLAY & LEARN

Xin chào

habari

17 languages

available in KPL groups

FAMILY, FRIEND & NEIGHBOR



400 caregivers

received supplies and grants from BrightSpark

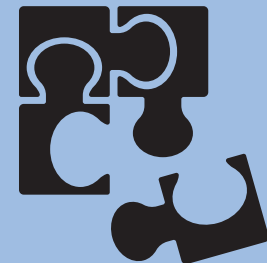
SUBSIDIES



2,402 vouchers

for childcare were given to low income or homeless families

SUBSIDIES



\$2,464,220.74

total subsidy support from vouchers for low income or homeless families

Board of Directors

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Christina Chan

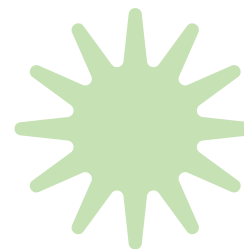
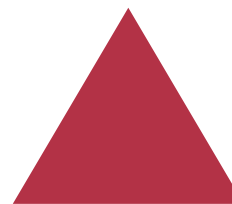
Finance Committee - Member

Soleil Boyd**Page Perey****Alicia Teel****Tatiana Wetzler**

Finance Committee - Member

Laura Needler

Early Head Start Governance Committee - Member



Donor List

A special thanks to...

Sadikifu Akina-James	Paul & Pam Cope
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Arakawa Foundation	Cultivate Learning at University of Washington
Reinette & Wayne Arase	Peter & Linda Dahl
Nancy Ashley	James B. Delong
Shirley S. Baer	Madhav Deshpande
The Bamford Foundation	Ruy Diaz
Holly Bamford-Hunt	Paris Dorsey
Keri Banghart	Vinnie & Roslyn Duffy
Banner Bank	The Duffy Revocable Trust
Susan Barbeau	Roshini & Alain Durand
Bargreen Ellingson	Adrienne Easter
Cynthia Barrientos	Julie Edsforth & Jabe Blumenthal
Irene Basloe-Saraf & Tal Saraf	Arlene Ehrlich
Aubrey Beals	Sarah & David Eitelbach
Rebecca H. Benavides	Ruth & Bruce Engle
Sue Bennett	John & Christine Enslin
Britt Bepler	Tafona Ervin
Li Bernstein	Expedia
Bezos Family Foundation	Bob Findllay
Mohana Bhirangi	Michael Findlay
Julie Bianchi	Kathryn Flores & Lynn Gordon
Bill & Melinda Gates Foundation	Joanne Fong & Nick Mitchell
Lydia Blaine	The Forest Foundation
The Boeing Company	Foundation for Tacoma Students
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Child Care Directors Association of Greater Seattle	Green Tree Early Childhood Center
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Charities Aid Foundation America	Betty Greene
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Cynthia Clark-Burnett	Mark Hamilton
Robert Conley	Enrica Hampton
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Beth Henderson	Janine Meyers	Polly Schmitt
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