Building a community where all children thrive.
Dear Encompass Community:

It’s been a great year at Encompass with many accomplishments to share! We served 1,900 children and their families during the 2014-2015 fiscal year.

Our pediatric therapy offerings increased by 11% over last year, serving 620 children. Behavioral health services were added as a part of our pediatric therapy offerings, adding staff who have expertise in working with young children and families struggling with trauma or other mental health challenges. Our NAEYC-accredited preschool increased its full day offerings to close to 110 children and added a preschool option for two-year-olds in September 2015.

As our community continues to change and grow rapidly, Encompass must continuously examine our purpose and path in order to keep current with our changing community needs. In March 2015, our Board and staff undertook an intensive process to review our vision and mission and to develop a five-year strategic plan. We are very excited about the results of this inclusive and collaborative process, outlined on page nine of this report. Our new mission to “partner with families to build healthy foundations for children,” reflects our desire to join in partnership with parents in the most rewarding and challenging job in the world...raising children.

We know what happens early in life matters and our research-based programming allows us to be there for children early in their lives, when they benefit the most.

Encompass is a unique and special place. 2016 will mark our 50th anniversary of service to the Snoqualmie Valley and surrounding communities. Thanks to our generous community, we will continue to provide high quality programs and services for many years to come, together achieving our vision of a community where all children thrive.

In gratitude,

Nela Cumming, MSW, Executive Director
Katherine Ross, Board President
What happens early in life matters.
Encompass Education Programs

Encompass Early Learning Programs promote the social, emotional, cognitive, and physical development of children. Our preschool program is accredited by the National Association for the Education of Young Children and includes classes for students ages 2 through 5. We offer low-income families the opportunity to attend our programs through our participation in the Early Childhood Education and Assistance Program and by offering disbursement of scholarships, alongside full-tuition students from families with means. Of the 107 children who participated in our early learning programs, 92% met developmental goals, including: age-appropriate motor, language and/or cognitive, behavioral, social, and emotional development.

The Parent-Child Home Program (PCHP) is an evidence-based program in early childhood literacy and school readiness. PCHP staff work with low-income families to model reading, play, and conversation activities through the use of books and educational toys. PCHP prepares children for academic success and strengthens families through intensive home visiting. Last year, 47 toddlers participated in PCHP. Outcomes include continued educational success, reduced the risk of child abuse and neglect, and increased positive parenting and parental involvement.

Parenting Education and Support helps parents learn to manage stress and anger, improve communication skills, develop realistic expectations of their children, and to use positive discipline when dealing with challenging behaviors. Last year, 1,069 individuals attended parenting classes or workshops. Of those participants, 98% of parents and caregivers report an increase in knowledge of child development and positive discipline skills.

Encompass Pediatric Therapy Programs

Pediatric Therapy and Birth-to-Three Early Intervention work in tandem. Birth-to-three early intervention supports optimal growth and development of infants and toddlers with developmental delays through comprehensive services that include in-home therapy and assessment, family support and individualized programs for each child. Pediatric therapy provides services on a fee-for-service basis for children from birth until age 12 with developmental delays in our clinic setting. Of the 619 children who received early intervention and pediatric therapy services for developmental delays, 97% met outcomes identified in Individual Family Services Plans (IFSP).

Parent-Child Interaction Therapy (PCIT), is an evidence-based prevention program focused on repairing, nurturing, and strengthening the parent-child relationship. During a series of weekly one-hour interactive play sessions, parents are coached to give clear, positive rewards for appropriate behavior. Of the 103 children and 158 parents that participated in PCIT last year, 98% of participants successfully met the program outcomes, including: an increased knowledge of parental role and responsibilities; an increased knowledge of age appropriate child development, needs, and behaviors; and improved interaction with their child in activities that foster secure attachment and/or nurturing relationships.
The day was October 31, 2004. Nearly four weeks before her expected due date, Grace arrived in the world, determined to be a Halloween baby. After having been born via an emergency cesarean section procedure, it was discovered that Grace’s health was too high risk for the resources available at that location.

Grace’s mother, Sally, was given one quick glance, one quick touch of her newborn baby—before she was transported to the intensive care unit at Seattle Children’s Hospital.

The pregnancy had been complicated by fluid surrounding Grace’s brain and filling her chest cavity, requiring multiple surgeries in utero. After undergoing immense emotional turmoil, Sally’s baby girl had finally arrived in the world, although still struggling to survive. After 10 days in the ICU, Grace was released from the hospital.

Just 24 hours after, Grace’s health began to go downhill. During yet another visit to Seattle Children’s, Sally was finally given a diagnosis: her sweet baby girl had pulmonary lymphangiectasia. In layman’s terms, Grace was suffering from a disorder of the lymph system that caused her tiny body to leak lymphatic fluid into her chest cavity. Six weeks later, after a special diet was introduced, Grace’s health improved, and she was finally allowed to go home.

When Grace was about four-months-old, her mother began to realize something still was not quite right. Grace wasn’t moving. She wasn’t trying to reach for things or to roll over. She didn’t follow Sally around, nor did her gaze follow her mother’s voice as she moved about the room. Her mother remembered what it felt like to connect with her oldest daughter when she was an infant. She remembered the cooing and the loving gazes, the small giggles and facial expressions. Her “mommy sense” kicked in and she knew Grace needed help.

That is when she called Encompass.

Not long after, Grace was scheduled for a developmental screening at Encompass, where it was determined that she was experiencing delays in all areas of development: motor, speech, adaptive, social and cognitive skills. Her mother, like all mothers, felt overwhelmed by the news. No parent wants to hear how his or her child has special needs, nor that they are different from other children. She did, however, find a sense of relief in knowing she was no longer alone.

Encompass quickly became a part of the family. The Encompass team gave them the skills and strategies they needed to help Grace develop. As a participant in the birth-to-three early intervention program, Grace received multiple therapies from a group of dedicated pediatric therapists who specialized in every area in which she was struggling.

Grace was given tips on how to move, roll, and later crawl. After getting glasses, she was able to see clearer and soon began to imitate sounds. The Encompass staff helped Grace develop skills for exploring toys, learning to feed herself, and speaking her first words.

At age three, Grace graduated from the early intervention program and transitioned into a developmental preschool offered by the school district. Encompass helped with all aspects of the assessments and evaluations necessary to make the transition.

At age five, despite the hardships she faced as an infant and toddler, Grace walked into her kindergarten class for the first time needing no extra help.

In the beginning, Grace was fighting for mere survival. By age six, with the help of a strong, determined family and a supportive, professional staff at Encompass, Grace had not only survived...but she was thriving. Now, at 11-years-old, Grace is a happy, healthy, talented young lady who her mother describes as determined and strong-willed, ready to take on the world. Again.
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Encompass Strategic Plan

We **BELIEVE** what happens early in life matters. We **BELIEVE** children need opportunities to flourish and reach their full potential. We **BELIEVE** supported families strengthen communities.

**OUR VALUES**

Integrity  •  Excellence  •  Welcoming Spirit  •  Respect  •  Connection  •  Kindness

**Encompass Community**

- **VISION**
  - A community where all children thrive

- **MISSION**
  - We partner with families to build healthy foundations for children

- **FUTURE GROWTH**
  - Focused on early childhood programs and services
  - Opportunities in the community are available any growth will be limited to programming and services for children aged birth to 3 years with an emphasis on prevention

- **KEY VALUES**
  - Equal access to families regardless of barriers
  - Ensure the health of our organization

- **OUR VALUES**
  - Integrity  •  Excellence  •  Welcoming Spirit  •  Respect  •  Connection  •  Kindness

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Ken Heikkila
Brad Hutt
Chelley Patterson
Art Zylstra

Emeritus Members:
Keri Bailey
Pat L. Bohan
Kevin Haggerty
Jane Danforth Koser
Tom Mix
Charlotte Rempfer
Dick Ryon
Aleena Schneider

2014-2015 Encompass Staff

Shannon Adams
Jennifer Ahrens
Sandra Angel
Elene Apostol
Jennifer Baker
Brandy Bassett
Lindsey Batz
Taryn Baumann
Kerry Beymer
Jeanie Borquez
Missy Budworth
Colleen Burin
Sarah Bustad
Sara Caldwell
Alyssa Carlson
Gina Carlson
Stacey Cepeda
Amanda Chamberlain
Rochelle Clayton Strunk
Rocio Collado
Kathleen Corriveau
Jen Cramlet
Marnee Crawford
Lynne Creed
Lauren Creed
Donna Crowe
Lee Culverwell
Nela Cumming
Megan Daniels
Nicole Demetrescu
Sandy Dempsey

Sheri Dodd
Marty Flood
Julie Forslin
Angelita Garcia
Erica Gonzalez
Susan Graham
Terry Granillo
Laurie Gutenberg
Kim Hall
Melissa Hammond
Anne Hansen
Maribel Hinkle
Ellie Holcomb
Francene Holland
Sarah Johnson
Amber Johnson
Kat Kaiser
Kim Kanzler
Jessica Kitz
Kathy Klausing
Julie Korssjoen
Steven Kraft
Nan Krueger
Calye Lacefield
Nina Larson
Laura Lewis
Carolina Liendo
Darlene Logan
Christina Lorella
Arlene Lousberg
Becky Manni

Tracy Marrero
Kenzie Miller
Amy Mogridge
Andy Moreno
Nishi Navin
Marianna Nielsen
Summer Jo Nowicki
Holly Osborn
Rebecca Parker
Alba Polanco
Marsha Quinn
Sally Rasmussen
Marisol Raymundo
Emily Ridout
Annalisa Roy
Michelle Scaringi
Sandra Sinanan
Nikki Slaght
Lian Smith
Kristen Smith
Chelsea Stacy
Jennifer Tachell
Hannah Tankersley
Karissa Tanner
Nicki Torres
Celina Travis
Kristin Webb
Lisa Yamasaki
Lisa Yeager

Meet Doris Vinnedge: Longtime Leader, Supporter, and Friend

For over 35 years, Doris has been a steadfast supporter of Encompass. When Doris first became involved, the organization’s name was the Sno-Valley School for Special Needs, Inc. During the 1980s, she joined the Board of Directors and held the positions of vice-president and president.

Doris has two sons, three grandchildren, and four great-grandchildren. As the mother of a daughter who had special needs, Doris’ passion to Encompass was found in its mission of supporting children and families of all abilities and incomes. She recounted a time when she volunteered at Encompass and was impressed with the dedication of the staff. Witnessing their compassion and dedication made her a life-long supporter of our services.

Encompass has benefited greatly from Doris and her husband’s generosity. They were part of a team of landowners who donated the property that the Early Learning Center is currently located on; leading to a monumental shift in Encompass’ growth. She also personally organized and led a rummage sale in support of our programs. Her leadership and generosity to Encompass over the years has been remarkable.

Doris’ philanthropic endeavors extend far beyond our organization, and include donating time to Seattle Children’s Hospital. She regularly spent time working with patients and in the hospital’s development office. During the 1970s, Doris brought babies who were being adopted from Korea through customs at the airport. She then brought them to their adoptive parents. Doris refers to her many volunteer experiences as “very rewarding.” Outside of volunteering, Doris enjoys getting together with her bridge group, who has a fundraiser for Encompass every year. She is giving even when she’s playing!

Encompass would like to thank each and every one of our supporters for helping us provide a community where all children can thrive!
Financial Summary: July 1, 2014-June 30, 2015

Support and Revenue

- Government Sources: $1,303,429
- Contributions & Fundraising (net of event expenses): $810,747
- United Way: $289,045
- Fee for Service: $1,018,728
- Miscellaneous & Non-cash: $21,749
- Total Support & Revenue: $3,443,698

Expenses

Program Services

- Early Intervention & Pediatric Therapy: $1,673,054
- Early Childhood Education: $616,258
- Summer Programs: $81,922
- Parenting Education & PCIT: $250,883
- Parent-Child Home Program: $168,681
- Total Program Services: $2,790,798

Supporting Services

- Advancement: $200,901
- Administration: $204,294
- Total Supporting Services: $405,195

Total Expenses: $3,195,993

Support & Revenue in Excess of Expenses: $247,705

Encompass is proudly affiliated with these organizations:
For fiscal year 2014-2015, we are proud to report that 620 people volunteered their time to Encompass for a total of 4,730 hours. The impact of volunteer hours served and the economic value of their time is vital to our mission.

Volunteers at Encompass provide critical support to our programs and services. Volunteers assist in our classrooms, at our fundraising events, and at the front desk of our pediatric clinic. Our volunteers also serve us by facilitating our Moms Group, assisting at our Parents Night Out events, and by serving on our Board of Directors and gala committees.

Volunteers are an integral part of Encompass. We extend our gratitude to all our volunteers and their unwavering commitment to children and families. To learn more about our current volunteer opportunities, please email Sarah Bustad at volunteer@encompassnw.org or call 425.888.2777.