



# A | STEP | AHEAD

2022-2023 STEPPING FORWARD



## FROM THE DIRECTOR

Coming out on the other side of the pandemic has provided ASAPC with both opportunities and challenges. I've been with ASAPC for almost 11 years now and I continue to be amazed by the awesome power of community; among our staff and the families we serve. This is the power that turns challenges into opportunities!

This past year, our providers continued to provide high-quality services to our families in their homes and having the option of providing virtual services has changed everything. Anecdotally, we have seen a decrease in canceled visits due to the option of virtual visits and meetings. This in turn increases consistency which can result in increased success with a child's outcome(s). This option also provides much more flexibility for the caregiver's and provider's schedules, providing an opportunity for more timely services.

Another challenge we turned into an opportunity was our family's access to initial evaluation of their child. We made the decision to perform all evaluations in the family's homes. This eliminated the family's transportation barriers and aligned our best practices policy providing early support services in a child's natural environment.

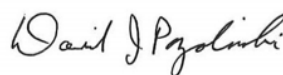
This past year we were presented with a nationwide therapist staffing shortage. To overcome this barrier while strengthening ASAPC's culture, leadership worked with an outside firm to initiate an agency-wide Salary Market Analysis. With the quickly changing economy, ASAPC wants to ensure we continue to attract the most outstanding talent not only for our future but more importantly, to unlock the full potential in every child we see.

Stepping forward in February, we implemented a robust Electronic Medical Records (EMR) system. This EMR system has streamlined our reporting and billing system to provide service providers with more time to plan visits, which in turn dynamically increases the quality of services provided to each family and improves a child's overall outcomes! This EMR system will also provide our agency with a more consistent income stream from insurance companies to ensure our services remain of the highest standard. We are also able to collect critical data required to improve our services in an ever-diversifying community.

As A Step Ahead grows, so do the challenges and the opportunities that spring from them! I am excited to watch our agency continue to grow, improve its practices, and create more opportunities for the community!

I would like to personally thank our awesome staff and families, for their perseverance and fearless attitude to keep moving forward with ASAPC! Thank you to our community of donors, volunteers, employees, board members, and all those who continue to help us realize our vision of creating a truly inclusive community.

With sincere appreciation,



David Pozolinski, Executive Director



# 2022-2023 BY THE NUMBERS



# 859

CHILDREN SERVED

# 25

FAMILIES SERVED  
BY BOOST  
MONTHLY



# 98%

APPROXIMATE PERCENTAGE  
OF BABIES ENROLLED IN  
BOOST WHO WERE BORN  
IMPACTED BY DRUGS

# 100%

OF FUNDS RAISED FOR  
THE HOLIDAY GIVING  
PROGRAM GOES BACK TO  
FAMILIES IN NEED



# 83%

OF ASAPC BOARD  
OF DIRECTORS  
GIVE FINANCIALLY



## ETHNICITY OF KIDS SERVED

37% White

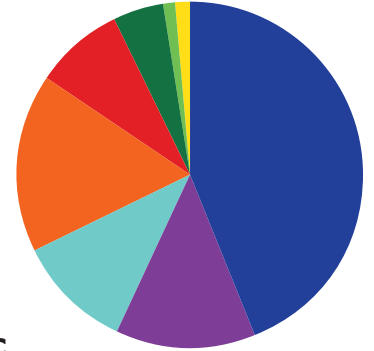
11% African American

14% Hispanic

9% Asian/Pacific Islander

7% Multi-racial

4% Native American



1% Other Race

1% Not Reported/Unknown



## SCHOOL DISTRICTS SERVED

55.4% Bethel

3.0% Eatonville

32.7% Puyallup

0.4% Tacoma

22.9% Franklin Pierce

8.6% Orting





# 2021 FINANCIALS

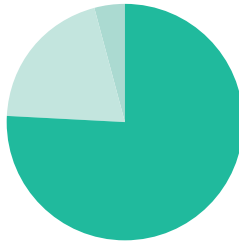
The two graphs below show the sources and uses of A Step Ahead's funds as a percentage of total income and expenses. We are pleased our combined total of administrative and fundraising expenses is 13% of our total costs. The 2021-2022 fiscal year includes a net loss. In 2022-2023 we applied for the Federal Employee Retention Credit which exceeds the amount of the loss.

*\*The accounting firm of Arleen T. Ibay, CPA, conducted an independent audit of the finances of A Step Ahead for the fiscal year ended June 30, 2022. The firm of Mary Jane Dubbs, CPA, conducted the audit for the fiscal year ending June 30, 2021. The following statement is taken from our auditor's reports which are available at our office. Note that the 2021 Donations & Grants include a loan from the Paycheck Protection Program (PPP) which has subsequently been forgiven.*

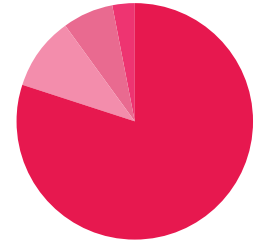
Support & Revenue

\$3,171,012

Government Contracts **76%**  
Public Support **20%**  
Other Revenue **4%**



Personnel **80%**  
Administration **10%**  
Operations **7%**  
Fundraising **3%**



Expenses  
\$3,614,495



## MISSION AND VISION

### Mission

- Supporting families of infants and toddlers with special needs by enhancing their development and relationships both at home and in their community.

### Principles & Values

- We will do our work in a way that treats the well-being of children as our highest priority.
- We will provide family-centered services in a manner that promotes trust, respect, and confidence with the families we serve.
- Our behaviors will be of the highest ethical standards. We will always conduct ourselves with compassion, sensitivity, and honesty.
- We will demonstrate integrity through the operation of a transparent organization in the form of board oversight and fiscal responsibility.
- We will be both creative and collaborative in our approach to building a vital community.

### Vision

- Our vision is a community that embraces and integrates children of all abilities and treasures the unique gifts each child possesses.



## BE OUR AMBASSADORS

- Volunteer
- Attend our fun run 5K Awareness Event
- Annual Gala & Auction table sponsorship
- Involve your company & friends in the Holiday Giving Program
- Give Financial Support, Planned Giving, and Gifts of Stock
- Arrange for a presentation speaker for your business, staff meeting, or service club
- Host a Facebook Fundraiser
- Employer Match Program
- Attend BOOST Breakfast

**Give Hope & Support a Child**



**Donations are tax deductible.**  
Tax ID#: 91-2145470





The BOOST program supports infants, toddlers, and preschool age children living in foster care through Infant Mental Health services. Children in BOOST fall within a gap area of not qualifying for Specialized Instruction through Early Intervention services due to meeting all developmental milestones. BOOST, the first program of its kind, was established in 2001 after realizing that while these children were meeting their milestones, they had all experienced significant trauma in their past, and intervention services were necessary to promote healthy lifelong social development.

Approximately 95% of children in the BOOST program are diagnosed with prenatal drug exposure, and all have been removed from their biological family. Therefore, the BOOST Program focuses on supporting the child's social and emotional growth along with that of their entire foster family. BOOST specifically targets healthy emotional development through approaches that support healthy transitions between visits with biological families as well as healthy attachment behavior, which is essential for lifelong social and emotional stability.

Despite adverse childhood experiences and risk factors, we know through caregiver surveys that the BOOST Program has had a positive impact on our families. The 2022-2023 results reflect that 100% of families feel BOOST helped strengthen their relationship with their child and that the program has helped them better understand their child's development. Graduated families have shared the positive impact BOOST had on their journey through the foster care system. This is a great testament to the efficacy of our work.

Transitioning out of the pandemic during the 2022-2023 year has also helped us develop new ways to improve BOOST. We restructured the sessions, which allows families to choose whether an appointment is in person, virtual, or telehealth. By offering a flexible appointment model, appointment cancellations have significantly decreased, and foster families feel less overwhelmed by including an additional appointment in their already busy schedule.

Starting in 2023, we made a monumental move by expanding the age range to include children through the age of five. This decision to increase services to children in the 3-5-year age range was a direct response to listening to families who struggled with support and navigating the school enrollment process once they withdrew from the program at age three. This additional guidance increases foster parent wrap-around services and further promotes healthy childhood growth until the child enrolls in kindergarten.



Sincerely,

Amy Mesec, B.S. ECE, IMH-E®  
BOOST Coordinator/Infant Family Specialist

## HOLIDAY GIVING

### Holiday Giving Program



The purpose of the Holiday Giving Program is to provide ASAPC families in need with therapeutic supplies and equipment as well as other needs during the holiday season. 100% of the funds raised goes towards the Holiday Giving Families.

**26** Families that were referred to the program by ASAPC staff.

**\$3K** Raised \$3,000 in Holiday Giving donations.

**14** Businesses and individuals stepped-up to adopt-a-family.

**12** Individuals were volunteer shoppers.



## CURRENT BOARD OF DIRECTORS

**Scott Leingang, President**  
Twin Star Credit Union

**Dr. Uchenna Baker, Treasurer**  
Fairleigh Dickinson University

**Dr. Ellen Polsky, DDS**  
Visio

**Annissa Wallace**  
Health Point

**Jennie Kanning**  
Community Member

**A Step Ahead in Pierce County is currently recruiting individuals to join the Board of Directors. Please contact David Pozolinski to learn more, davidp@asapc.org.**

- Do you have a strong interest in the future of our children?
- Do you have experience in business, law, real estate, insurance, human resources, or fundraising events?
- Are you an alumni parent?
- Do you have previous Board Experience? (not required)

**If you answered "yes" to one or more of the questions, we would like to discuss these rewarding positions with you.**



## EVENTS

**Thank you to all who joined us for the 2023 Annual Gala & Auction! It was a huge success!**



**5K Awareness Race**  
September 16th, 2023  
Bradley Park in Puyallup  
*More info on website*

**BOOST**  
PROVIDING SUPPORT  
FOR FOSTER FAMILIES



**BOOST Breakfast Awareness Event**  
October 26, 2023  
7-8AM Farm 12 in Puyallup

**Please Save the Date for our 2024 Gala & Auction: Saturday May 18, 2024 at Farm 12 in Puyallup**

## PLAYFUL CONNECTIONS

Playgroups and Field Trips are wonderful times to learn, grow, and play! ASAPC connects with various community partners offering families a safe environment to promote child development. This purposeful play improves cognitive, physical, and social well-being.

We conducted eight field trip park play dates with two separate sessions at each location. We visited our favorite toddler friendly parks in Puyallup, Graham, and Tacoma. Although there were various themed days, typical sessions included water tables, sensory bins, art, giant bubbles, parachute play, songs, and storytelling.

ASAPC has partnered with Pierce County Children’s librarians who regularly attend sessions sharing songs and storytelling in both English and Spanish. They also donated new books which are given away to each child who attends a session. For our “Chalk Art Mural in the Park”, the Children’s Museum donated chalk art play kits while local illustrator, Katie Still created a collaborative family chalk art mural for the children and donated books that she illustrated.

Our summer program concluded with a Hispanic Heritage Festival developed in collaboration with one of our Hispanic families. This celebration engaged children and their families with Latin music, folklore dancers, decorations, collaborative art, and food. Miss Washington Latina attended and delighted the children as she engaged them in play. She distributed sunglasses and tiaras, assisted with a pinata, and helped pass out tasty treats. We concluded the festival with our librarians telling a touching story in both English and Spanish.

We also offered three weekly small play groups sessions Sept 2022 through June of 2023 in our Spanaway Portable. Once again, our friends from the Tacoma Children’s Museum participated in this wonderful group each Wednesday. By mid-fall all classes were consistently full of new children entering as soon as graduates exited.

In Spring of 2023 we partnered with Kaleidoscope Gym in Puyallup. Owned by Arlene Keeler, this gym was inspired by the sensory motor needs of her autistic grandson. Arlene generously offers our families a reduced fee and special time for gym use. This gym is filled with a huge array of motor activities, a climbing wall, riding toys and imaginary play zones. This spacious room has the capacity to easily host twenty plus children. We added art and a snack to support face to face interactions and assist with the transition home.

Providing purposeful play in various locations has proved successful for children of all abilities.



Sincerely,  
Marti  
Creator of ASAPC events  
that inspire children to play



### STAY IN THE KNOW

Visit our  
website:



Check out our  
new staff bios

 A-STEP-AHEAD-IN-PIERCE-COUNTY

 ASTEPAHEADKIDS

 STEPAHEADKID

 A-STEP-AHEAD-IN-PIERCE-COUNTY

 A STEP AHEAD IN PIERCE COUNTY



# THANK YOU 2022-2023 DONORS

Many thanks to the Parents, Friends, Board Members, Community Partners, businesses, and Staff that financially gave to A Step Ahead in Pierce County during the 2022-2023 Fiscal Year. Without the generosity of our donors, many of the life-changing therapeutic services might not be available to every child. If you would like to help children with disabilities and delays, please consider donating or becoming an Ambassador today!

## Business Donors

1st Security Bank - Puyallup  
Amazon Smile  
AMS Technology  
Animal Supply Company  
Dubas Property Group  
Employees of Kenworth AYD Club  
Going Bold Studio  
J Scott Concrete  
Kaleidoscope Family Gym  
Kids Choice Dental  
Kroger  
Oakbrook Children's Center  
Pacific Source Health  
Pilkey Hopping & Ekberg Insurance  
Puyallup Kiwanis - Young Children Priority One  
Puyallup Kiwanis Foundation  
Quota International of Tacoma  
Reliable Credit Association, Inc.  
Ruth Evans Charitable Trust  
Sound Credit Union  
Sound Family Medicine  
The Allison Foundation  
The Bamford Family Foundation  
The Forest Foundation  
The Gary E. Milgard Foundation  
The Gottfried and Mary Fuchs Foundation  
The Kilworth Family Foundation  
The Melsness Foundation/Edison 47  
Three 21 Auto  
Titus-Will  
TwinStar Credit Union  
Whole Foods

## Matching Donations

Microsoft  
Sound Credit Union  
TwinStar Credit Union

## Personal Donors

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Tracie Wrolson

## Holiday Giving Program Donors

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Dubas Property Group  
Felicia Bethel  
Jordyn Bowman & Family  
Kari Cornfield  
Noble Interiors & Design  
Parkland Sound Credit Union  
Puyallup YCPO Kiwanis  
Rock Star Mommas - Renee Wood  
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Stephanie Barker  
The Jones Family  
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Titus-Will



WAYS TO GIVE