

**1. Summarize the activities undertaken in providing the scope of services described in Attachment A.**

With the funds raised, our Tuition Assistance Program continues to serve families in need. The first few years of a child's life are a particularly sensitive period in the process of development, laying a foundation during these early years for cognitive functioning; behavioral, social, and self-regulatory capacities; and physical health. Due to concerns brought about by the family's financial constraints, many children face various stressors during these critical years that can impair healthy development.

Additionally, parents without childcare cannot work or go to school. Supporting this necessity fills an essential need for low-income families, helping them create pathways toward economic mobility and financial stability. The U.S. Chamber of Commerce Foundation recently reported, "As childcare now plays an essential role in children's early learning and development, it also has a critical impact on the current workforce (many of whom are parents) and on businesses (which employ parents)."

**2. Reference the project objectives identified in Attachment A. Were those objectives achieved? Why or why not? Were there any unexpected positive outcomes or challenges?**

Peacock's Tuition Assistance program, which is in part supported by this grant, embodies our commitment to inclusiveness, health, and community. We were able to offer Hardship Scholarships to families recommended to us by Helpline House. Even though the funds provided do not cover the true cost of care, we accept government subsidies through DSHS, covering the remaining cost of care with the funds we raise for the assistance program. In an effort to support families on multiple levels, we also offer Teacher and Sibling Discounts. These funds collectively amounted to \$39,756 raised for support of these families during 2019. Throughout this grant period, we were able to extend support to 17 families, including 28 children.

The families currently supported through Peacock's variety of tuition assistance opportunities range from those with our youngest toddlers through the preschool age groups and even the after school and summer camp programs. Currently 39.5% of our 43 children enrolled in our childcare center benefit from our Tuition Assistance Program. Though levels of support vary based on the needs of the families, many of them would not have been able to afford childcare or preschool without some form of support.

Additionally, it is important to note that this financial assistance needed to be sustained over the period of time the child is in our programs. During 2019, one of our preschoolers who had been in the tuition assistance program since their toddler years at Peacock, graduated on to kindergarten. Sustained support allowed this child to thrive during their four years with us, while the family continued to be an important part of our parent community.

**3. Reference the specific measurable results identified in Attachment A. Were they achieved? If not, what challenges prevented the achievement of the anticipated results? How many Bainbridge Island residents were served? Are the conditions for those residents generally improving or worsening?**

We believe that we were successful in achieving the desired outcomes for these grant funds. All of the funds were used to support families, amounting to collectively 6,828.41 funded hours in relation to the anticipated 5,905 hours of care targeted with the COBI funding for the first year. With continuing support coming from throughout the community, we were able to do that much more. Our total 2019 tuition assistance amounted to over 10K hours and over \$39K.

Support offered at Peacock in 2019 to those in the DSHS program, as well as scholarship support, amounted to 17 of our families and 28 children, ranging from toddlers to Pre-K students. Of these, 15 families, 26 children, were Bainbridge Island residents.

While we believe that we were successful in achieving the expected outcomes, there are still barriers that hinder our efforts. The largest barrier on Bainbridge and surrounding communities is the preconceived notion that there are no families in need on the island. Despite the affluence present on Bainbridge, there are many working families that need a helping hand. Helpline House provides a screening process for us that identifies additional families who qualify for financial assistance, including those in a "grey-zone" where they cannot afford a pivotal need, though do not qualify for State subsidy assistance. As people become more aware of the financial realities many of our families face, more support for programs like our tuition assistance will follow, improving the lives of more island families.

**4. Describe the involvement of any partners identified in Attachment A, as well as any unexpected cooperative relations that developed through implementation of the project. Did the City funding help the Service Provider attract additional funding or other types of support?**

Helpline House, our local partner, aides us in assessing each family's finances and need for support. With this unbiased assessment, Peacock uses our Tuition Assistance Program to invite these families into our programs and services at a level that they can afford.

Government agencies are also able to provide assistance in locating additional support for the families with special situations, for example children in foster care, helping Peacock to connect with those funding sources as well.

We believe that support from COBI's Human Services funding program validates our efforts and outreach in the community. Peacock maintains an ongoing development plan that includes grant support, fundraising events, and personal donor appeals. In addition to the generosity of the City of Bainbridge Island and a diverse collection of donors, Peacock is expanding our donor base. We are working diligently to have a strong impact on quality childcare and family learning support for our community by bringing our services to the diverse families of Bainbridge Island. As we communicate the message of this work, we hope to broaden our reach out to new potential contacts and donors.

**5. Reference the project budget specified in Attachment A. Provide an analysis of actual expenses and income in relation to the projected budget.**

Peacock's 2019 operating budget was 668K, of which we amounted to 620K actual due to an unanticipated dip in our earned income during the latter part of the year. Never-the-less, the need for tuition assistance for families in need continued to increase throughout the year. With \$59,984 in contributed income raised, we were able to support families with \$39,756 funds for the tuition assistance program. We were able to support the center and Nature Nuts families as designed for the COBI funds, exceeding those expectations as described in question #3 of this report, amounting to collectively 6,828.41 funded hours in relation to the anticipated 5,905 hours of care targeted with the COBI funding for the first year.

**6. Provide a short description of how the City funding has helped the Service Provider or helped the community, including any quotes or stories related to this support.**

We are well aware that our efforts to secure funds, identify families in need, and provide care at a critical time in life make a difference for the entire family, as financial challenges constrain both parent and child.

Twice yearly, Peacock conducts Parent/Teacher Conferences to enhance communication between home and school. These conversations, and subsequent action plans, are documented in each child's file, noting the status of developmental milestones and further objectives.

In offering care to at-risk families, we often see immediate stabilization of family dynamics. In the children, we see improvements in weight gain, cognitive and emotional development, and an overall positive, healthy change in outlook, behavior, and emotional well-being. These observations affirm the importance of the support we offer.

"We are so thankful for the 2.5 years our son has spent at your center. You have been an important part of his first years and he will certainly remember his first teachers and friends. We know that his development leaps were heavily influenced by your amazing team!" It is comments like these that bolster our commitment to long-term care for all of our families.

Additionally, our efforts support the entire family. Childcare Aware of WA states, "Childcare is often a family's second biggest expense (after housing)." With COBI funding, our next anticipated outcome will be supporting a young mother moving to the area to live with grandparents, enabling her to finish school, then get a job to support herself and her child.

**7. Provide recommendations, if any, that the Service Provider may have regarding future funding cycles.**

We ask that COBI continues to offer support for young and growing families so that they are able to live and work within our wonderful community.