

Seeds of Learning
Early Care and Education Center

2018
Annual Report

A Bright Future



Executive Director Notes

Hello!

Exactly what does a “bright future” look like for an at-risk toddler? It pictures a life of opportunity and success, instead of struggle and hopelessness. It looks like a responsible, caring adult, guided by the social and emotional skills learned in preschool.

Thanks to your support, 2018 marked Seeds 21st year of breaking the cycle of illiteracy that leads to poverty. Your commitment to these children and this high quality program was truly impressive.

Why does high quality matter? Several studies have proven (and continue to prove) children living in poverty or considered at-risk have benefited from a high-quality program far into adulthood. They had higher reading and math scores, were more likely to have attended four-year colleges, to have delayed parenthood, and be gainfully employed. They enter kindergarten socially and emotionally competent and less likely to suffer from behavioral, emotional, academic and social development problems that follow them through life. Your generosity, as individuals and business donors, has helped make a difference in the lives of over 80 Seeds’ children in the past year. You have truly made a difference in the world.

With warm regard,

Lynne

Lynne L. Bridges



*No one has yet realized the
wealth of sympathy, the kindness
and generosity hidden
in the soul of a child.*

*The effort of every true education
should be to unlock that treasure.*

Emma Goldman

Our Mission

To empower and inspire a diverse population of young children, nurturing lifelong learning as they become successful adults.

Your Contribution

Exactly what did your generous support do?

- It provided tuition supplements to 80% of our students.. These low-income families couldn't afford the \$52/day cost without your help.
- It allowed us to be open year round so families could continue working through the summer months.
- It provided breakfast, nutritious snacks and a hot lunch every day so each child could learn on a full tummy.

2018 Accomplishments

Your generosity allowed us to:

- graduate 31 students who will start kindergarten ready to succeed in school and life.
- introduce our mission and goals to over 241 new donors, who gifted over \$120,000 in needed funds to our fledgling fundraising event *Dancing with the Pagosa Stars*.
- combine two classrooms, which saved payroll costs while still providing an accredited program to 46 children.
- provide pay raises for staff, allowing Seeds to be competitive in recruiting and maintaining excellent, skilled educators for our children.

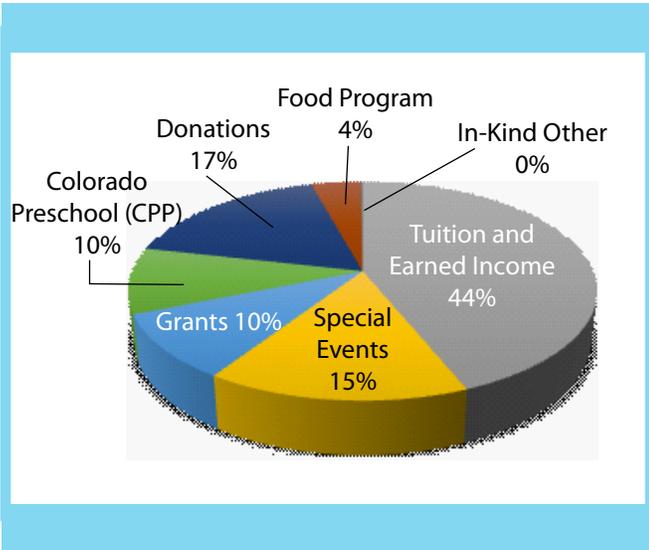


2018 Graduates

Jacob Adams
Ariah Archuleta
Bowen Bauer
Emmary Brewer
Elliot Carpenter
Owen Colavito
Millie Devos
Havok Fischbein
Steele Forest
Farrah Foutz
Finnegan Gannon
Wyatt Gordon
Rayleen Hamilton
Adaline Jumper
Tenley Keegan
Bodhi King
Jaxon Koopen
Kainoa Landry
Sage Merrill-Exton
Quinn Mitchell
Finlay Moore
Tyler Munro
Leon Munson
Kiara Patel
Alex Ramirez-Garcia
Kai Smith
Lennon Sowerby
Tucker Taylor
Olivia Theys
Andy Villarreal
Elsy Wood

We can change who we are. We can improve ourselves in various ways, and we can give ourselves possibilities. *James Heckman*

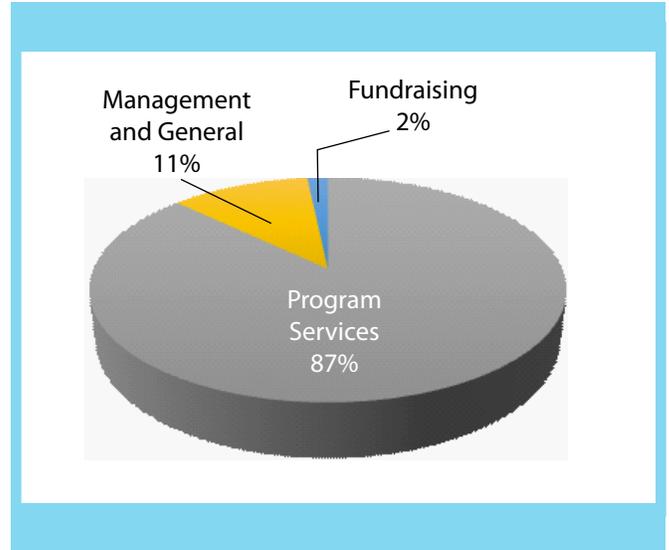
2018 Financials (audited)



Revenues

Tuition and Earned Income	\$345,282.05
Special Events	120,653.90
Grants	75,402.64
Colorado Preschool (CPP)	76,777.42
Donations	135,611.10
Food Program	31,989.29
In-Kind Other	1,259.00

Total Revenues \$786,975.40



Expenses

Program Services	\$559,032.67
Management and General	72,366.16
Fundraising	10,690.05

Total Expenses \$642,088.88

Tuition, individual donations, special events and grants comprise the bulk of Seeds' revenues. The Colorado Preschool Program and the Food Program help offset program costs.

In 2018, 87% of the funds raised went toward program expenses, while 11% was used for administration costs and 2% was spent on fundraising costs.

Detailed financials are available on request. Our non-profit tax return (form 990) is posted on our website: www.growingseeds.org



Giving frees us from the familiar territory of our own needs by opening our mind to the unexplained worlds occupied by the needs of others. *Barbara Bush*

Contribution Snapshot (compared to 2017)

Donors provide the backbone to the education of our at-risk children. Because of your generosity, children expected to fail were given the opportunity to compete on an even playing field for success.

% of over \$500 donors retained 76%	New Donors 241 = 54% increase	Gift Commitments \$24,892	Median Donation \$250 = 150% increase	Sponsorship Increase \$17,000
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Individual Donations

To protect the privacy of our our individual donors they will not be publicly acknowledged by name.

\$25,000+	\$10,000+	\$5,000+	\$2,500	\$1,000+	\$500+	\$1+
3	4	9	10	47	39	234

These numbers represent a 74% increase from 2017 in donors that are giving \$1000 or more.

Treasure Falls Silver Sponsors

Citizens Bank of Pagosa Springs • Reynolds Ash + Associates

Event Sponsors

Mirror Ball Sponsor - Bank of Colorado • Ballroom Sponsor – Wilson, Rae, Beckel
Cha Cha Sponsor – Hopkins Family • Backstage Sponsor – Peters Family
Colorado Eagle In-kind • Pagosa Sun In-kind

In-kind Donations and Volunteerism

In-kind donations, as well as hundreds of hours of volunteer time by Seeds' families and supporters, allow monetary contributions to directly benefit the children and the programs.

Just a sampling of these efforts include:

Dancing with the Pagosa Stars volunteers
Grounds maintenance
Building maintenance and remodeling
Weekly laundry
Classroom cleaning
Food for Family Involvement activities

Education truly takes a village, and ours is extraordinarily robust. Thank you to everyone who helped give all our children a hand up.



We make a living by what we get, but we make a life by what we give. *Winston Churchill*

Seeds Families

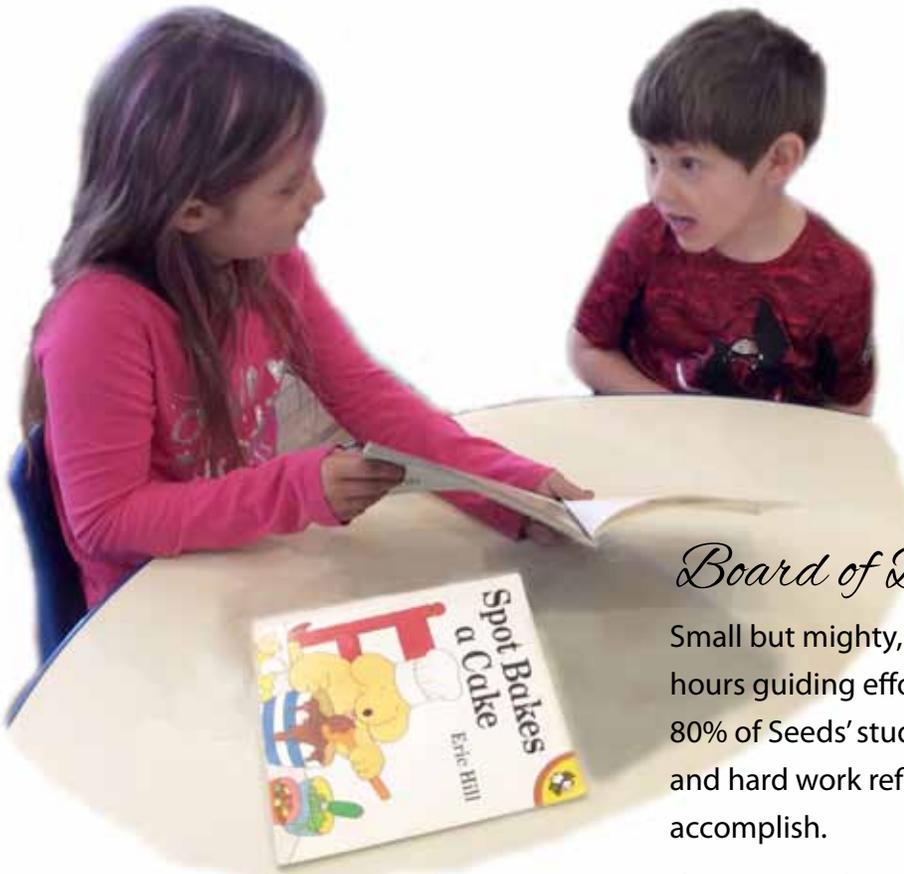
All families at Seeds pay tuition based on their income. Their work provides critical services and economic vitality to our community. A cross-section of family occupations in 2018 included:

Teachers • Business Owners • Medical Employees
Government Employees • Computer Technicians
Administrative Personnel • Construction Employees
Utility Employees • Food Service Employees

Community Outreach

Seeds recognizes the many benefits of introducing children to various generational and occupational members of our community. Children spent valuable time:

- visiting with the Pagosa Springs Fire & Police Departments, and the Forest Service
- sharing holiday gift giving at the Senior Center
- reading with PS Elementary School second graders



Board of Directors 2018

Small but mighty, this passionate group spent countless hours guiding efforts to supplement tuition for over 80% of Seeds' students. Their dedication, determination and hard work reflects what passionate volunteers can accomplish.

Terri Hardeman, President • Dee McPeck, Vice President • Connie Knief, Secretary/Treasurer
Eddie Abbott, Director • Lisa Peters, Director • Deneice Stacy, Director

Your help for a small child and two devoted seniors added a happy ending to a desperate situation.

Selena and Mike were newly retired when a family tragedy brought their 3-year-old grandson Eric into their home.

Selena had never had children, but with her second husband Mike, she was committed to making a good life for Eric.

Selena explained, "I have lived my life backwards! In my 20's and 30's I had no children and now in my 50's I have a toddler."

Your support helped pay tuition for Eric that was impossible for these dedicated grandparents to afford on a fixed income.

Your generosity will give this child critical tools for success in life. Your passion to make a difference has provided this newly formed family with a precious gift. Their gratitude cannot be measured.

Programs

Creative Curriculum

This child-directed, play-based program was chosen for our Seeds students because it is based on the latest research about how children learn best. It allows teachers to autonomously decide what needs to be taught to meet every child's individual needs. It meets all of the standards put forth for effective early childhood curricula by NAEYC (National Association for the Education of Young Children).

Teaching Strategies Gold

Children's progress is observed, assessed and recorded online daily. Quarterly the staff completes check points on all 38 developmental goals for each child and twice a year teachers conduct Parent-Teacher Conferences with families to create an Individual Learning Plan (ILP) for each child. Online assessments are available to families to follow development progress.

The Incredible Years Dinosaur School

An award winning training approach that promotes social, emotional, and academic competence in children through the use of puppets Dina, Molly and Wally. Our children learn to understand feelings and practice conflict management skills while improving their cognitive development.



The Incredible Years Parent Training

This 14-week training class focuses on strengthening parent competencies and encouraging parent/child relationships. This program includes limit-setting, problem-solving and anger management skills. Families feel included and supported in their own child-rearing as they participate in their child's learning experience at Seeds.

Nutrition

Seeds serves breakfast, a nutritious afternoon snack and a hot lunch prepared every day by Archuleta Seniors, Inc. Nutrition is critical to brain as well as physical development. The children are provided with the opportunity to learn about a wide variety of foods and get started on a path to healthy eating habits.

The cognitive skills...are only part of what is required for success in life. Character skills are equally important determinants of wages, education, health and many other significant aspects of flourishing lives. *James Heckman*

2018 Memories



Nutritious snacks



2018 Grads



Winterfest fun!



Social interactions

- Easy ways you can support the children:
- *Select Seeds of Learning as your charity of choice at www.amazon.com*
 - *Choose Seeds for the City Market Cares program*
- A portion of your purchases will be donated back to the kids.*

Thank you!

Learn more about us at www.growingseeds.org



Summer waterplay



Garden planting



Fireman's visit



Reading time



Building remodel



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Dancing with the Pagosa Stars