

Seeds of Learning
Early Care and Education Center

2019
Annual Report

The Chemistry of Success



Our mission is to empower and inspire a diverse population of young children, nurturing lifelong learning as they become successful adults.



A Note from the Executive Director

Hello friends!

2019 was a year of discovery at Seeds and a part of our program included an introduction to chemistry. Reflecting on your amazing support this year made me realize there are different ways to think about chemistry.

One common way is as the study of matter and its interactions with other matter and energy. A good example was when the Butterfly class discovered the interaction of cream, salt, ice and churning could result in yummy ice cream!

Another definition of chemistry is how matter can undergo changes when subject to different environments and conditions. Thinking more broadly, this reminded me of three-year-old Joseph. When he came to Seeds he was fearful and combative. He was introduced to a safer and more loving environment. His condition of constant fight or flight was changed by a patient, experienced teacher. And true to science, Joe underwent dramatic, positive changes. Confident and out-going, his "chemistry" is now much different.

There is scientific data proving there is a positive chemical reaction that occurs in the body of a human engaged in the act of giving. There is also scientific data proving early education can break the cycle of illiteracy that leads to poverty in adulthood. The chemistry of success in education happens when the generosity of a donor like you interacts with an at-risk child engaged in learning. It is a scientific fact. Your generosity has made a difference. We cannot thank you enough.

With warm regard,

Lynne

Lynne Bridges, Executive Director



*"Education is learning more than it is being taught.
It's the chemistry of curiosity exposed to information"
Bob Guccione, Jr.*

What You Helped Accomplish

The biggest accomplishment in 2019, as in every year since the inception of Seeds of Learning, is the graduation of our children well-prepared for kindergarten and beyond. Without your help, many of this year's graduating class would have been unable to afford tuition. Nobel Laureate Professor James Heckman has done longitudinal studies following children enrolled in quality preschool programs into their 50's and found that they not only did better in school, but had reductions in life time violence, arrests and unemployment. They had higher wages and better health outcomes. Your outstanding support has made these amazing outcomes possible for our 2019 graduates!

2019 Graduates

Emily Carpenter	Shiloh Kossler
Connor Coleman	Lillie Lemley
Evelin Flaugh	Paisley Mackey
Amorah Forrest	Forest March
Noa Freeman	Ella Osmera
Wyatt Haas	Aspen Perez
Oden Hawthorne	Emery Rohwer
Seton Hensle	Cade Tator
Reed Hewitt	Hayden Tom
Ariella Holiday	Sedona Zissman
Bristol Jacobson	Owen Zubia



Your support through fundraising events like *Dancing with the Pagosa Stars* and the annual appeal meant we could continue our food program. Providing breakfast, a hot lunch and snacks every day means tummies are full so brains can learn.

Your gifting meant we were able to maintain a safe and loving learning environment year round so parents could continue to work throughout the summer months.

While we still struggle to provide competitive pay for our skilled educators, your help allowed the Board to approve bonuses to offset some of the disparity of their salaries.

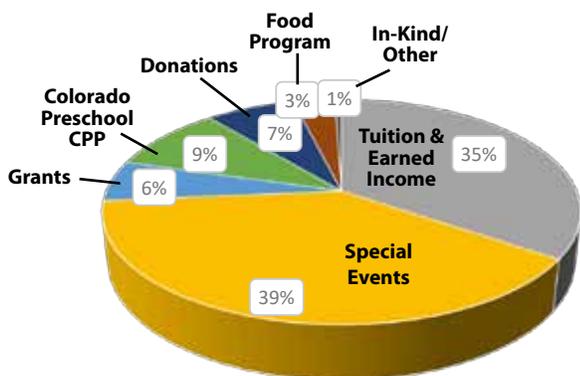


*"Science knows no country, because knowledge belongs to humanity,
and is the torch which illuminates the world"*
Louis Pasteur

2019 Financial Report in a Nutshell (audited)

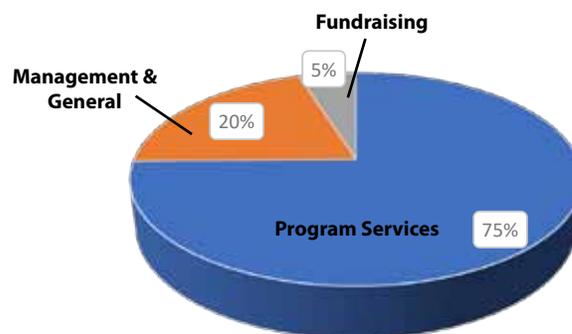
Revenues

Tuition and earned income	\$305,879
Special Events	\$346,083
Grants	\$51,689
Colorado Preschool (CPP)	\$84,032
Donations	\$63,621
Food Program	\$29,589
In-Kind & Other	\$4,945
Total Revenues	\$885,838



Expenses (including depreciation)

Program Services	\$577,846
Management & General	\$157,781
Fundraising	\$37,926
Total Expenses	\$773,553



Tuition, fundraising events, grants and individual donations comprise the bulk of Seeds' revenues. Funding from the Colorado Preschool and Food Program helps offset the costs of the food program.

In 2019, 75% of the funds raised went toward program expenses, while 20% was used for administration costs and 5% was used to pay for fundraising costs.

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



*"You cannot teach a man anything;
you can only help him discover it in himself."
Galileo*

A Snapshot of Your Incredible Support

Retained Donors
74%

New Donors
180

Gift Commitments
\$8,117

Median Donation
\$257

Individual Donations

To protect the privacy of our individual donors, they will not be publicly acknowledged. The numbers below represent the levels of giving and the number of donors who gave at each level in 2019.

\$25,000+	\$10,000+	\$5,000+	\$2,500+	\$1,000+	\$500+	\$1+
5	6	10	17	47	47	261

Sponsorships

Dancing with the Pagosa Stars was the fundraising event of the year and **netted over \$262,000** to support the students, staff and programs at Seeds of Learning. Our heartfelt appreciation to the businesses, individuals, dancers, coaches, donors, attendees and volunteers that made it a resounding success.

Bank of Colorado - Mirror Ball Trophy Sponsor
Alley House Grille - Food Sponsor
Dale and Tiffany Wilson - Bar Sponsor
Wilson, Rea, Beckel & Assoc. CPA's, LLC - Red Carpet Sponsor
Reynolds Ash + Associates - Red Carpet Sponsor
TFI - Red Carpet Sponsor
Pagosa Springs Medical Center - Ballroom Sponsor
Two Old Crows Gallery - Ballroom Sponsor
TBK Bank - Ballroom Sponsor
Bank of the San Juans - Fred Astaire Sponsor
Queen Bee - Fred Astaire Sponsor
Cunningham Swaim - Spotlight Sponsor
Cherry Cement Salon - Spotlight Sponsor
Riff Raff Brewing Company - Inkind Sponsor
The Pagosa Springs Sun - Inkind Sponsor



Volunteers

Hundreds of hours donated by Seeds' families and supporters allow monetary contributions to directly benefit the children. From doing laundry and deep-cleaning classrooms to ground maintenance and notecard production, your extraordinary help allowed the staff time to do what they do best - educate the children.

*"Imagination is more important than knowledge."
Albert Einstein*

Impacts That Create Outcomes

Our Families

All families at Seeds pay tuition on a sliding scale that is based on their income. Family members work in many critical areas of our community and contribute to the economic vitality of Pagosa Springs. As an example they are:

- Teachers
- Business owners
- Government employees

They work in many arenas such as:

- Construction
- Food service
- Health care
- Real Estate

Our Community Outreach

Seeds recognizes the extraordinary benefits of introducing young children to various occupations and age groups in our community. In 2019 our classes spent valuable time:

- Learning about Firemen, Police Officers, EMT's and Forest Rangers
- Sharing holiday gifts and songs with Seniors
- Reading with second graders in their classrooms
- Meeting their new kindergarten teachers
- Caring for their teeth with Dentists and Dental Hygienists

Our Board of Directors

Charged with overseeing the financial health of Seeds of Learning, this dedicated group guided efforts to supplement tuition for over 80% of Seeds' students in 2019. Their determination and hard work proves what passionate volunteers can accomplish.

Connie Knief, President
Lisa Peters, Vice President
Deneice Stacy, Secretary/Treasurer
Pete Macomber, Director



"The meeting of two personalities is like the contact of two chemical substances: if there is any reaction, both are transformed."

Carl Jung

Programs That Create Success

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 and 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.



*"Equipped with his five senses,
man explores the universe around him and calls the adventure Science"
Edwin Powell Hubble*

Remembering 2019



Simple ways to support the children:

Shop at [Amazonsmiles.com](https://www.amazon.com/miles)
and choose Seeds of Learning
as your charity of choice .

Sign up for the City Market Cares
program with Seeds as the beneficiary.

Your help makes a difference
in the life of a child.

Thank you!



*Learn more about us at
www.growingseeds.org*

575 S. 7th Street • P.O. Box 5831
Pagosa Springs, CO 81147
970-264-5513 • Fax: 970-264-2022
seedsoflearning@growingseeds.org
www.growingseeds.org



**Seeds
of Learning**
Early Care and Education Center