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#### Dear Friends & Families of Children's Therapy Center,

When I joined Children's Therapy Center in the summer of 2021 as director of our Early Supports for Infants and Toddlers (ESIT) program, I could never have imagined I'd soon have the opportunity to lead this organization. Two years later, I am both humbled and honored to step into the role of CEO.

As I take the helm of this amazing organization, I want to extend my deepest and heartfelt gratitude to each and every one of you for your dedication to families and children in our community.

At the heart of my vision for CTC lies a deep commitment to community, diversity, and the families that come to us for support. These values are not just words on paper; they are the guiding principles that will drive our decisions, actions, and aspirations.

#### Community

Children's Therapy Center is an integral part of the community in which all of us live and work. My vision is that we will strengthen our ties with the communities in which we operate, working to be good neighbors, supporting our partner organizations, and fostering a sense of belonging for all. Together, we can create a positive impact that extends far beyond our walls!

#### Diversity

Our strength at CTC lies in our differences. I am firmly committed to promoting a diverse and inclusive environment where everyone's unique perspectives are not only welcomed but celebrated. We will actively seek out diversity in all forms, be it ability, gender, race, ethnicity, age, background, or experiences.

#### Families

Families are the cornerstone of CTC. We show up for them every day, in every way we can, and it is our mission to help them thrive. We will continue to offer and expand programs and services to help children with developmental difference and delays including ESIT; parent education and support; and physical, occupational and speech therapy for children ages birth to 18.

As we embark on this journey together, I am eager to hear your thoughts, ideas, and concerns. Your input is invaluable, and I am committed to fostering an open and transparent culture where communication flows freely.

In the coming months and years, you can expect to see these values woven into CTC's fabric. Our mission is not just to support individual families by meeting them exactly where they are today, but a force for good in the world – one family and child at a time!

Thank you for entrusting me with the responsibility of leading this incredible team. I look forward to working alongside each of you to make CTC a shining example of what can be achieved when we all work together in service of community, diversity, and families.

Warm regards,

Nichelle Brown, CEO Children's Therapy Center



## Autism Training Helps Providers Draw Upon Children's Strengths

"The goal of our Autism navigation program is to increase families' understanding of autism to better support their child and to increase children's engagement and ability to advocate for their own needs—it's not to change a child's autistic traits," says Center Program Director Jodi VanVleet of CTC's innovative and much sought after new Autism Navigation program. "Autism programs and Navigation at CTC draw upon children's unique strengths and provides supportive environmental strategies that will empower them to reach their potential."

In 2022 CTC launched an autism navigation pilot program to support families trying to access timely evaluations and navigate systems of care.

Over the course of the past year, CTC utilized funding from Washington State's Developmental Disabilities Administration's Dan Thompson Memorial Fund to offer families many critical programs and services. receiving early support services, and offered onsite autism evaluations so that families wouldn't have to travel to another location. Additionally, we partnered with other providers for autism services, provided and facilitated caregiver support and information groups with access to interpreters in multiple languages, and CTC staff were trained to ensure that neurodiversity-affirming practices to support bodily autonomy, selfdetermination, and personal agency, are in place across the organization.

CTC offered autism screenings for children

More than 100 staff across CTC recently completed this training, which is great news for the children and families we serve. Screenings and evaluations onsite means increasing equitable and accessible care for all CTC families.

### Promoting Nurturing Bonds through Infant Mental Health Services

CTC was founded to provide occupational, physical, speech and related therapies to children with disabilities and developmental differences. Over the decades our programs have expanded and evolved to meet a range of families' needs. CTC's Infant Mental Health (IMH) services for children birth to 3 are one critical area where our services have grown alongside the recognition that family health is deeply linked to the mental health and wellness of caregivers and children alike. Recognizing this critical aspect of family wellness, CTC's Early Supports for Infants and Toddlers (ESIT) program has offered IMH services for more than 10 years.

Distinct from talk-therapy and other common forms of mental health therapy for adults, Infant Mental Health therapy is designed to support a child's social-emotional development by focusing on the caregiverchild relationship. IMH therapists are present with both the caregiver and child while they are engaged in play, and conversation. The therapist helps caregivers observe how they relate to their child and how their child relates to them, and encourages responsive, nurturing strategies that promote a positive experience within the caregiver-child relationship. The goal of each session is to support caregivers in relating to their children by focusing on strengths, learning to read cues, and boosting caregiver confidence.

Infants and children ages 3 and younger can qualify for IMH services at CTC by completing a developmental evaluation focusing on social-emotional development. Jill Reece, a Clinical Social Work Supervisor, who has been instrumental in the growth of IMH services at CTC, explains that some children receiving mental health therapy have had trauma from experiences such as immigration challenges, caregiver instability within the foster care system, or domestic violence incidents. "And sometimes there are less obvious issues, such as big adjustments at home after a long and unexpected NICU stay, or navigating divorce even when the caregiver relationship is amicable. Normalizing the big emotions and even mistakes can be a very powerful tool. When a caregiver discovers the power they have in modeling moving forward and making repairs, it is

# a game changer for caregivers and children alike."

Last year, Susan\* came to CTC with her child Troy\* for speech therapy. A domestic violence incident in the home caused Susan concern over the potential impacts on speech and emotions that witnessing this incident may have had for her child. Over the course of nine months, Susan's CTC team provided comprehensive, wraparound support for this family, connecting her with a domestic violence advocate, housing support, trusted childcare to support Susan as a single, full-time working parent, and gently guided therapy and infant mental health services that supported Susan and Troy at a manageable pace."Seeing Susan and Troy blossom after finding new housing and being supported through the court system was like watching someone take their first breath. It was an incredibly empowering process for the family, and they were not alone."

CTC strives to acknowledge the whole person when approaching therapy and we are proud to offer Infant Mental Health services as a vital component of family supports that help children and caregivers blossom together.



# CTC's Black, Indigenous, and People Of Color (BIPOC), Advisory Council Helps Break Down Barriers

The BIPOC Advisory Council was established in January of 2022 to support CTC in accomplishing our vision, achieving our mission, and upholding our guiding values and equity statement which reads: "We work together to dismantle racism and ableism so that all bodies and minds in our community are valued and supported."

Director of Diversity, Equity, Inclusion and Belonging, Cecilia Martinez-Vasquez, recognizes the need for a guiding Council to "ensure we are making space for all voices, especially those that are not typically heard in large spaces. It's crucial that the voices guiding the priorities and discussion of our work represent the population CTC seeks to support."

The BIPOC Advisory Council ensures that Diversity, Equity, Inclusion, and Belonging, DEIB, remain at the forefront of CTC's priorities by integrating those concepts into all areas of our organization and our employee practices. As a result, we can better serve children and families from diverse, cultural, racial, and ethnic backgrounds. The impact of the BIPOC Advisory Council's work is evident in our inclusive digital signage messages, family and employee newsletters, professional development opportunities for employees, and responsiveness to families with interpretation and translation needs, to name a few!

CTC's inaugural Advisory Council members, Frances Bueno, Mareza Gandy, Fernando Meraz, and Cindy Tovar, had a fruitful year of work! In the remainder of 2023, Council members will influence foundational components of CTC's organizational structure by reviewing and making recommendations for policy changes, outlining processes to support employees, and developing plans to support family advocacy and empowerment.

The BIPOC Advisory Council positively influences the culture and essence of CTC so that all employees, families, and children feel welcomed, included, and valued.



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# **Meet Volunteer Graciela!**

Graciela joined the CTC Volunteer Team in August 2022 and as a Programs Support Volunteer, she has generously given her time helping in our Boost program classes and with special projects/ events for community outreach and engagement.

"Graciela is amazing in our classes. She jumps right in and helps in every way she can. When interacting with the children in class, Graciela always makes sure to get down to their level and is always really sweet with them. When modeling strategies for parents, Graciela is so relatable. We love having her with us!"

-Megan, Special Education Teacher



## **The Power of Us!**

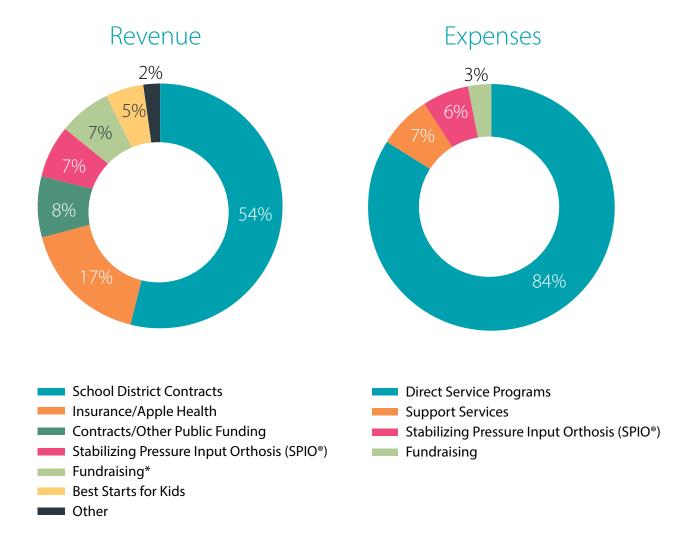
Your generosity fuels our work. From helping a child learn to speak, to accessing neurodiversity-affirming care, to helping families connect to resources for stable housing; CTC is here for families and children. Through this work, we donors, volunteers, staff, board, families, advocates, partner organizations, and YOU—all rise together. Thank you for the care and the hope you inspire across our community.



# **Financial Statement**

CTC depends upon support from diverse revenue streams. We rely on federal, state, county, and municipal support; medical insurance reimbursements; proceeds from the sale of SPIO<sup>®</sup> orthoses; corporate and foundation grants; donations from individuals; and revenue generated from income properties.

Join us as a monthly or workplace donor and be a part of the group of sustainers who believe in the potential of each child to learn, grow, and thrive.



### Volunteers

THANK YOU for all that you do to make an impact as part of the CTC community of volunteers! We appreciate the collective efforts of all our volunteers who contribute time and resources to support CTC programs and operations throughout the year.

Susan Adams Audrey Adler **Carol Bagley Charles Bagley David Bagley** Jacqueline Bagley **Lindsey Bates** Hira Singh Bhullar Nathaniel Bobeck James Bocinsky Stacy Brown Tyrone Chan **Rishik Chand** Viridiana Chaveste Diane Cook Savionne Corbett **Emily Cortez** Megan Crawford **Emily Cunningham** Sarah Daniels **Brandon** Deap Issabella Dedomenico Hope Dickson Steven Duchaine Kailyn Duran Marco Duran Puentes **Chase Durand** Lizeth Favela Lopez **Brandon Figueroa Kelsey Finn** Isobel Gabriel **Rob Gandy** Kim Goehring **Riley Gonzalez** Anthony Grasher Kourtney Grey Jamelah Grover **Rachel Harmeyer Geromy Harper** Sue Hudson Alycia Jones Ashleigh Jones Adriana Klatik

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## **Individual Supporters**

Thank you. Financial support from individuals demonstrates community trust and belief in our work and helps ensure responsive, affordable, and personalized care for children in our community.

If you would like an adjustment on how you are listed, please contact data@ctckids.org.

Anonymous (16) **Rich Abbott** Basil and Mary Ellen Acey Claire Acey Dr. Susan and Mr. George Adams Regina Albert **Douglas Amber Kelsey Anderson** Laura and Jarret Anderson Jovce Marie Arnuco Wendy Auld Alli Auldridge Mohamed Unoose Ali Ayoob Nagore Carol and David Bagley Jennifer Bagley Gordon and Glendon Bailey Jacob Bashchenko Jason and Betty Beaumont Melissa Berens Brad and Tina Berkness Michelle Berniard Hailey Berry Stacy Berry Ali Bessee Haylee Betts Afroza Bhuiyan Asia Bhuiyan Samiha Bhuiyan Shamsur Bhuiyan Susan Blauvelt Sarah and Paul Bliss Katherine Bogart Brenna Bozich Phil and Nancy Brand Allie Branham Stacy Brebner Daphne Brewer-Broadway Camille Brown Stacy and Efrem Brown

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Janet Bliss Chief Financial Officer

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