



Ruth Helf Family Center - 1976



Arlene B. Walter Center - 1982



Children's Day Out - 1982



Bellin Health Center 1987



Carol B. Bush Center - 1992



The Rosebush Center - 1995



The Cornerstone Center 1999



De Pere Center - 2003

**2010-2011 Board of Directors**

**Executive Committee:**

- President ..... Randy Johnson
- Vice President ..... Tracy Arndt
- Secretary ..... Ingrid Merkatoris
- Treasurer ..... Chuck Riley
- Member-at-Large ..... Debbie Vesely
- Member-at-Large ..... David Pisani

**Ex-officio:**

- Legal Advisor ..... Larry Vesely
- Foundation President ..... Robert Arnold

**Foundation Board**

- President ..... Robert Arnold
- Vice President .....
- Secretary ..... Clifford Bowers
- Treasurer ..... Bob Bush

**Foundation Members (2010-2011)**

- Dr. Bev Carmichael
- Tim Cisler
- Cort Condon
- Candyce Gilmore
- Randy Johnson – Board President (ex-officio)
- Don Kudek
- Fred Schultz
- Michael Van de Kamp

**Board Members (2010-2011)**

- Melanie Buehler
- Carol Bush
- Jon Darling
- Leslie Denis
- Melissa Feldman
- Carmen Gorniak
- Cheryl Guc
- Mark Hanson
- Laura Hieb
- Kim Kohlbeck
- Tom Konop
- Kurt Koszarek
- Deb Kunkel
- Stephanie Lemerond
- Kate Lombardi
- Sally Martin
- Mary Miller
- Diane Mitchell
- Amy Rader
- Jessica Raymaker
- Jeff Simons
- Chris Sitek
- Matt Umentum
- Christine Van Alstine
- Peter Vandenhouten
- David Zadnik

**Current Encompass Leadership Team (2010-2011)**

- Sue Vincent\*
- Julie Alsteen
- Michael Bentz
- Maggie Bikowski
- Kerri Bishop
- Judy Burkel
- Polly Champeau
- Amber Curran
- Diane Du Chateau
- Debbie Foss
- Melissa Franken
- Jan Gilles
- Candee Hendricks\*
- Katharine Kulkoski
- Sue Loberger
- Janet Mincks
- Suzy Pfeifer\*
- Erin Prellwitz
- Denise Roman\*
- Dawn Rose
- Missy Schmeling\*
- Diane Sweney\*
- Kathy Van Boxtel
- Rebekah Veach

\* Denotes EEEC Executive Team Members



2009 Annual Report



1994	1996	1997	1998	2000	2002	2003
Mother's Day Out became Children's Day Out.	Opened The Rosebush Center. El Primer Paso preschool program began.	Encompass Child Care Foundation, Inc. established.	First Big Event for BIG Kids (Oktoberfest).	Opened The Cornerstone Center.	The Big Event for Little Kids received national accreditation.	De Pere Center opened at 2000 Lawrence Dr.

2004	2005	2006	2008	2009
All eight Encompass centers 100% nationally accredited by NAEYC.	Camp S' more established for 7-10 year olds.	Changed name to Encompass Early Education and Care, Inc.	Sue Vincent promoted to Executive Director. Partnership formed with GBAPS and West De Pere for 4 year old kindergarten. Encompass' "3 School" began.	Began capital campaign to expand the De Pere Center. Encompass Centers became re-accredited under new NAEYC standards. Encompass launched Facebook page.

**MISSION STATEMENT**  
*Encompass Early Education and Care, Inc. is a not-for-profit organization providing the highest quality education and care for children and support for families with a commitment to compassion, excellence and advocacy.*

**Board President's Message**

It has been such a blessing this past year serving as Board President of Encompass Early Education and Care.

As we look through the annual report we see that the Encompass mission is still very much alive and well. Since the beginning of Encompass in 1919, the world around us has changed rapidly but Encompass has stayed focused, building on its mission to provide the highest quality education and care for children and support for families with a commitment to compassion, excellence and advocacy.

As I read through the 2009 statistics I ask myself, "Where would these children be without the loving support of Encompass – the staff, volunteers and contributors?"

Next year is also a year of opportunity as we embark on the 2010-2011 Tactical Plan. Thank you for all your support of the nearly 1,300 children who were touched by Encompass this past year. I am looking forward to working with you this coming year.

*Randy Johnson*

**Executive Director's Message**

This past year was difficult for many throughout our community and I must admit that I am happy to have the year of 2009 in my rear view mirror. At Encompass Early Education and Care, Inc., 2009 brought with it increased needs from our families and lower than anticipated revenue. Because of state policies outside of our control, Encompass experienced a \$200,000.00 decrease in Wisconsin Shares funding alone. Wisconsin Shares is the state subsidized child care assistance program for low income families and its support is critical to many working families with young children. It is truly amazing that the agency and the families we serve were able to withstand this detrimental period.

True to those who came before however, the Encompass Board of Directors and agency staff remained focused and resilient in the face of so many challenges. Even with fewer operating dollars, Encompass centers completed the rigorous accreditation process under the new increased standards and came through with flying colors. Care was provided for nearly 1,300 children of whom over 45% qualified for free or reduced lunches. Encompass continued to provide four-year-old kindergarten to over 200 children within our community and continued its partnerships with the school districts of Green Bay and West De Pere. Tactical activities such as Katering for Kids, supporting Wisconsin's proposed child care Quality Rating and Improvement System (QRIS), and the expansion of the West De Pere Center continued to move forward.

For the past 91 years, Encompass has met challenges and moved forward...always learning from the past and finding opportunities in the future. Our mission is alive, healthy and embraced, and practiced by our Board and our staff. We know that our work is important and that our community and our society will benefit from our dedication to young children and their families.

We do not do this work alone. Thanks to each of you for your love of and support for young children. May 2010 bring brighter days for all.

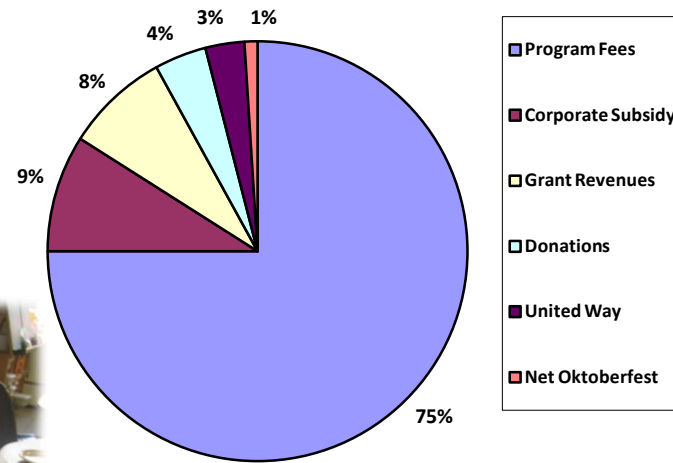
*Sue Vincent*

1919	1925	1950	1952	1969	1972
Catholic Women's Club opened first day care center with one teacher and ten children.	Became a charter Red Feather Agency (now United Way) member.	Service League of Green Bay became a sponsor.	First center purchased at 716 Chicago St.	Opened west side day care at Trinity Lutheran Church.	Mary Van Den Heuvel selected as Executive Director.



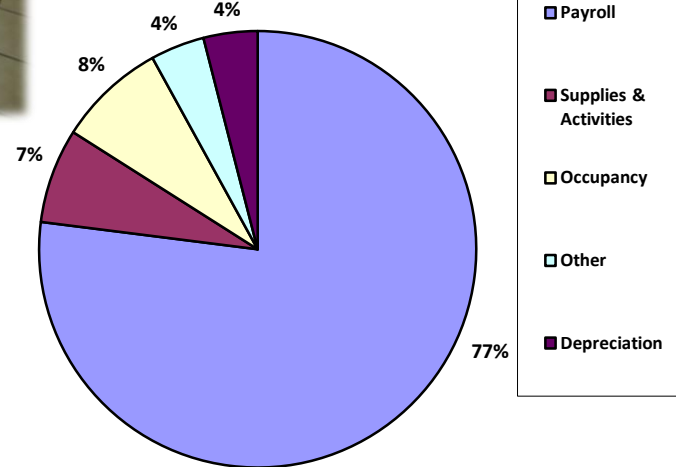
**2009 Agency Revenues**

\$5,468,000



**2009 Agency Expenses**

\$5,553,000

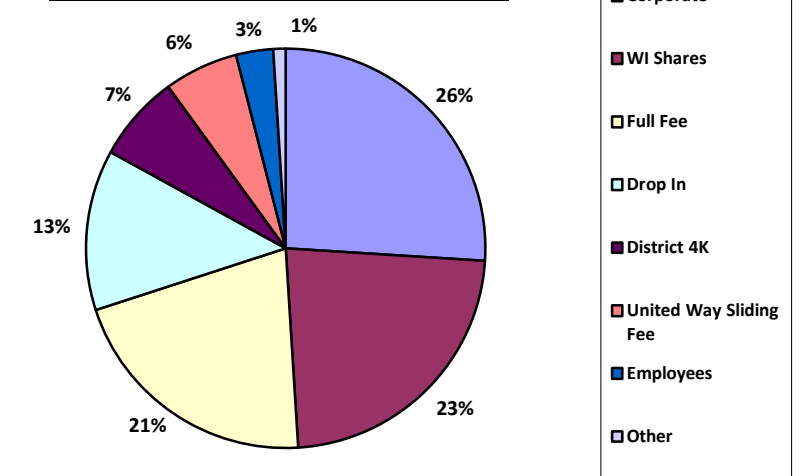


**2009 Statistics**

- 1,299 children were enrolled in child care programs at Encompass.
  - Increased diversity is recognized throughout the agency. On any given day, approximately 33% of the children cared for at our 6 Encompass centers are not white, Caucasian. (2009 actual: American Indian - 52, Asian - 24, Afro-American - 155, Hispanic - 150, Hawaiian - 1).
  - 49% of children served were from single parent families.
  - 104 of these children had identifiable special needs and 39 children were referred for Early Childhood Special Education Services.
  - 466 children or 36% qualified for free meals through USDA and 111 or 9% qualified for reduced meals.
  - 236 of the families served had gross incomes of less than \$25,000 per year. Plus an additional 110 families received food stamps.
  - 15 teen parents received care for their children.
  - 39 homeless children received care at Encompass centers.
  - In addition to the above, 176 children attended the Children's Day Out program.
  - The Ruth Helf Family Center scheduled 1,992 visits for families.

1976	1977	1978	1982	1983	1984
Opened Ruth Helf Child Care Center.	Purchased Lois Mahoney Center at 232 S. Ashland.	Began Foster Grandparent Program.	Purchased Arlene B. Walter Center at 338 Hartung St. Began Mother's Day Out Center on east side.	Began evening care at Ruth Helf Center.	Initiated Crisis/Respite Program.

**Children Served by Funding Source**



**Encompass employs 174 agency staff and 25 foster grandparents - Of these...**

- 25 have been with the agency 15+ years
- 20 have been with the agency 10 - 15 years
- 32 have been with the agency 5 - 10 years
- Over 68 hold Bachelor's Degrees
- Another 21 hold Associate Degrees
- 10 are men



**Summary of In-house Health Services provided for Children and Staff in 2009**

- A total of 651 acute care visits were performed for 206 children.
  - A total of 37 child care physicals were performed on 37 children.
  - A total of 282 fluoride varnish applications were applied to children's teeth.
  - 20 H1N1 vaccines were administered to employees and foster grandparents.
  - A total of 106 acute care visits were performed for 26 different staff members.
- In-house nurse sponsored by Schreiber Foods and Bellin Health*

**Statement of Financial Position**

	2009	2008
<b>ASSETS:</b>		
Cash & ST Investments	\$ 372,168	\$ 341,125
Accounts Receivable	\$ 86,103	\$ 82,399
Pledges Receivable	\$ 157,489	-
Prepaid Expenses	\$ 19,726	\$ 23,569
Property & Equipment	\$4,204,711	\$4,353,326
<b>Total Assets</b>	<b>\$4,840,197</b>	<b>\$4,800,419</b>
<b>LIABILITIES &amp; NET ASSETS:</b>		
Accounts Payable	\$ 72,423	\$ 65,703
Accrued Payroll	\$ 215,967	\$ 209,673
Advances	\$ 146,991	\$ 246,179
Net Assets	\$4,404,816	\$4,278,864
<b>Total Liabilities &amp; Net Assets</b>	<b>\$4,840,197</b>	<b>\$4,800,419</b>

1985	1986	1987	1988	1991	1992
Purchased De Pere Center at 435 N. Broadway.	Mothers Day Out began on west side. Boys & Girls Club Center opened on University Ave.	First corporate center, Bellin Center, opened.	First annual Big Event for Little Kids.	Changed name to Encompass Child Care, Inc.	Rose Dobkoski Smits promoted to Executive Director. Carol B. Bush Center opened.