FROM OUR EXECUTIVE DIRECTOR

Finding Hope

Hope is essential for creating a better future. Without hope fatalism sets in, a feeling that tomorrow will be no better than today. Where do you find hope? What gives you the energy to keep doing your best everyday? I see plenty of bad news. There are more children in poverty today than anytime in the last 40 years. I see the pernicious effects of poverty on many of the children we serve: bad oral health, poor nutrition, developmental delays. I see families worried about keeping jobs that don’t pay enough for them to provide for their children. This was not the future for children that we envisioned when we began our work 35 years ago. I admire the courage of families who go bravely on down a desperate road. But bad news and the determination of our families are not enough to nourish my hope for a better tomorrow.

I find hope in the service learning projects that 22,556 students in elementary and secondary schools in Northern Kentucky completed in 2011. These students studied a problem, made a plan, and used what they were learning in school to help someone else. They studied the global problem of clean drinking water and then raised enough funds so that fifty thousand people could drink. Other students helped fund schools in Africa so that young girls would have the opportunity to read and write. Many students provided all manners of necessities for the homeless, the aged, and the forgotten among us. I am grateful to the Children, Inc. staff who worked with over 600 projects in 65 schools supporting the teachers and the children in this work. Young students reaching out to others give me hope.

“Where do you find hope?”

I find hope in the work of all the partners in the community who advocate on behalf of young children. Children are voiceless and vulnerable to every possible cut in services as we in Kentucky experience an unparalleled fourth year of a deep recession. I am grateful to all our partners and the United Way for building a community that is learning to stand up for the needs of young children. I am grateful to my many friends who serve with me on Kentucky’s newly formed, Early Childhood Advisory Council. With no money we are finding ways to improve professional development, local
collaboration, better statewide data, and a better quality rating system. Making real sustainable improvements for all young children against all odds gives me hope for the future.

I find hope in the tremendous promise of early childhood research, especially in brain development, and Children, Inc.'s commitment to translate important research fundings to professional practice.

I find hope in the quality of the work that is done by the 240 Children, Inc. professionals who care for children and their families each day. It has been over three years since their last raise, and yet they continue to provide every day the highest rated services. These professionals continue to innovate, developing more comprehensive relationships with families, building better nutrition and health curricula, enhancing literacy, and using data more effectively.

I find hope in the high percentage of our children who are ready to excel in school.

Hope fuels future dreams. Hope led Children, Inc. to reorganize itself into five Impact Areas. Buoyed by hope, each Impact Area is dreaming as never before.

May you find the hope that sustains your dreams,

Rick Hergenreder
At Children Inc., advocacy is a critical strategy to achieve our vision that young children are ready to succeed in school and in life. Advocacy is raising awareness of the needs of infants and young children and building broad public support for them. There are two levels of awareness and support that are important to us. We want all parents, caregivers and staff to know how important they are in developing children’s health and physical well-being, preparing them emotionally and socially and building their language, math and general knowledge.

Secondly, we want policy makers and those that influence them to understand the tremendous return that investment in early childhood generates. We want them to support public investment because of its impact on educational attainment, its impact on the economy, extraordinary brain development in these early years and because it’s the right thing to do.

In 2011, two things happened that propelled our advocacy efforts. In July, Governor Beshear appointed Children, Inc.’s Executive Director to be Chair of the Early Childhood Advisory Council which oversees the new Governor’s Office for Early Childhood. This Council unites stakeholders behind common goals, strategies and standards to improve early childhood services that help prepare all Kentucky children for school success.

Also in 2011, Children, Inc. created its first full time Advocacy Director position. Children, Inc. advocacy efforts are focused regionally and state-wide on parents, grandparents, early childhood professionals, policy makers and business and civic leaders. We work closely with the United Way of Greater Cincinnati, Early Childhood Advisory Council, 4C for Children, The Prichard Committee, Kentucky Youth Advocates, Seniors4Kids and others to align and leverage our efforts to achieve better results.

“There is no better return on investment of public funds than in early childhood.”

James Heckman,
Nobel Laureate in Economics
We revamped our web-based advocacy network called Kentucky’s Voice for Early Childhood to make it easier for parents, early childhood professionals and others to make their voices heard in support of children. The new site is simple to use and connects users with policy makers with the quick click of a button. The results are already having impact. Would you consider joining? Imagine if all of those who cared about young children would sign up and be the voice of young children.
For the last six years, Children, Inc. staff, under the leadership of Mary Kay Connolly, has been supporting Northern Kentucky schools that want students to use what they are learning to help someone else. The staff train all the teachers in a school on the “what”, “why” and “how” of service learning. They follow up with individual teachers who want support for their class project.

In service learning students study an issue, make a plan, carry out their plan, reflect on what they learned and demonstrate that learning for others. Children, Inc.’s staff also provide start-up funding if needed, help bring media attention to the work of the students, and employ Northern Kentucky University to help research what the students, teachers and principals feel about service learning.
Service Learning

Last year over 22,550 students completed a service learning project, and 11,140 students completed more than one project. Thirty-six schools have adopted service learning as part of their school culture. Ninety percent of the teachers told Northern Kentucky University that service learning enhanced their ability to teach the curriculum.

In 2011, Bill Scheyer, President of Vision 2015, and Mary Stagaman, President of Agenda 360, agreed to co-chair the expansion of service learning to the Greater Cincinnati region. They have called together all those organizations who believe in helping students do meaningful service. For the first time there now exists the Greater Cincinnati Regional Service Learning Network dedicated to increasing the quality and quantity of service done by students, ages 5 to 25. For the first time there is a committee made up of representatives from the area’s post secondary colleges and universities learning from each other the amazing things that college students are doing. There is an elementary committee exploring ways to increase the number of schools doing service learning.

The Greater Cincinnati Regional Service Learning Network is unique. It will share the best ideas for involving students in meaningful community work. It will ensure that this region is a better place to live, now and far into the future. Children, Inc. is proud to have played a role in the formation of the Network and we look forward to continuing to provide administrative support to all of the network partners.

We believe that every student, young and old, rich or not, has something to give back. We believe that our community will be better for having given all students the opportunity to make a difference.

"Many schools’ mission statements today say that they will develop their students into productive citizens who will someday give back to society. Now that service learning has become a large part of our school, I truly believe we are teaching our students how important it is to give back. Service learning is part of the way we do business at our school."

-Principal, Glenn O. Swing Elementary

www.servicelearningnky.org
2010-1011

Student Success Outcomes

In the 2010-11 school year, Children, Inc. centers served over 400 children and their families. After participating in our early education and care programs, children were better prepared to succeed in kindergarten.

At the end of the school year:
93% of children met or exceeded age appropriate fine motor skills like writing and manipulating small objects
92% of children met or exceeded age appropriate gross motor skills like moving large objects
95% of children met or exceeded age appropriate cognitive skills like matching and counting
95% of children met or exceeded age appropriate language skills like reading comprehension and naming objects
98% of children were able to exercise age appropriate self-control
96% of children demonstrated age appropriate initiative
98% of children were securely attached to an adult in their lives

Additionally, children received vision and hearing screenings and were referred for follow up services if needed.

Saying Thanks

In November, 2011, Peggy Bogadi stepped down as President of the Children, Inc. Board of Directors. During her term, Children, Inc. launched new programs like the Devereux Regional Training Center, Growing Sound, Service Learning, and Children, Inc.’s successful capital campaign to purchase its current office space. We have dedicated the Library in our central office in her honor.

We thank Peggy for her many years of service and are grateful that she will continue to serve on our Board of Directors.
GROWING SOUND
Still Growing

Growing Sound, Children, Inc.’s social venture to create and disseminate research-based children’s music is growing in impact. In 2011, Growing Sound trainers reached thousands of early childhood and mental health professionals from California to Florida. Through workshops, conference keynotes and concerts, Growing Sound demonstrates the effectiveness of music as a teaching tool for social and emotional development.

This year Growing Sound continued to receive national accolades for its accomplishments. In 2011, Growing Sound’s Imagination Generation: Songs of Creativity received Creative Child magazine’s “CD of the Year” and a Gold Award from Parents’ Choice Awards. The songs on this CD help children understand that their imagination is both a toy and a tool.

Growing Sound partners with nationally renowned researchers to develop musical products from the fields of resilience, positive psychology, mindfulness, and executive brain function. Growing Sound staff supports the use of this music through teachers’ manuals and other materials to encourage the use of music in the classroom and the home to optimize children’s social and emotional skills. “Self-talk” songs help children internalize positive beliefs about themselves, other people and the world. Experiential songs have children practice and over-learn desired skills of self-control. Story songs encourage empathy and perspective taking. And concept songs teach meaningful social skills.

With the songs of Growing Sound, children have fun, make friends and develop skills that make them ready for school and ready for life.
This past year, the executive management at Children, Inc. oversaw a reorganization of the agency that holds promise for optimizing its impact on the well-being and development of children and families. A process of self-reflection on the past, current and future impact of Children, Inc. identified five “Impact” Areas: Direct Services, Training, Research to Practice, Advocacy and Collaboration. Through these impact areas we seek to improve personal parenting, professional practice, and public policy.

### Direct Services

Children, Inc. offers licensed or certified high quality programs to families that could benefit most. There are 10 center-based early education and care programs, 50 certified family child care homes, and 65 school age programs at 40 school-based locations. Programs are multi-STAR rated and centers are also nationally accredited. Promising practices and eight, innovative quality curriculum components designed by Children, Inc. prepare children for school readiness and success in school and in life. Alignm ent with the early childhood standards, literacy, social and emotional development, health, arts, and assessments are only some of the priority areas in Children, Inc.’s early education and care and school age services.

### Training

For many years Children, Inc. has been increasing its training footprint regionally and nationally. In addition to in-house training and coaching, Children, Inc. offers:

- Certified training leading to the Child Development Associate credential
- Nationally certified Montessori training
- Nationally certified training in resilience for the Devereux Foundation
- Coaching for the Consortium for Resilient Young Children
- National training on the use of music to enhance social and emotional development

Children, Inc.’s Devereux Regional Center staff has trained all of the early childhood mental health consultants in Ohio and have trained over 10,000 early childhood and mental health professionals around the country.

### Research to Practice

As breakthroughs in research on early brain development and early learning increase, there is a growing gap between what a few researchers know and what all parents and teachers ought to practice. Children, Inc. has made a commitment to translate important research results into practical strategies for parents and teachers. This effort has brought to the Greater Cincinnati area a number of conferences and promising practices:

- Dialogic reading
- Early brain development
- Programs to increase children’s resilience
- Positive Psychology
- Mindfulness training in early education

The Young Families Program also receives support from this Impact Area.

### Advocacy

Perhaps there is no more important avenue to increasing impact than advocacy. Children, Inc. works closely with key partners to enhance grassroots advocacy and influence thought-leaders and policy makers in Kentucky. Children, Inc. is a founding partner in the largest electronic grassroots advocacy network in the Commonwealth.

Children, Inc.’s Executive Director was appointed by the Governor to chair his Early Childhood Advisory Council which coordinates and oversees all aspects of early childhood services in the state.

### Collaboration

Children, Inc. intentionally seeks to collaborate with other agencies and organizations in coordinating and enhancing systems of care at the local and regional levels.

On a daily basis Children, Inc. actively collaborates with over 120 partners including school systems, health education programs, universities, and national research projects.

Finance, Fund Development, Service Learning, Dream Doing, Technology and Story Telling also fall under this Impact Area.
Quality programming impacts all aspects of a child’s healthy development including physical, social-emotional, cognitive, language and creative expression. Quality requires teachers to ask more of themselves and respond to the individual needs of each child. Children, Inc. quality means higher standards, not just some days, but all days.

Children, Inc. is committed to quality and participates in Kentucky’s KIDS NOW voluntary quality rating system and in the national accreditation process. These experts examine all aspects of a program, including curriculum, administrative structure, personnel and credentials, ratios, interaction between teacher and student, classroom structure, space, and learning materials. KIDS NOW rates programs on a 4 STAR scale.

Children, Inc. operates:

★ Five 4 STAR nationally accredited early education and care centers

★ Five 3 STAR nationally accredited early education and care centers

★ Thirty-two multi-star rated After School Programs in Boone, Campbell, and Kenton counties

★ Eight 3 STAR rated Extended Educational Care programs for kindergarteners

★ Twenty-three STAR rated Family Child Care homes

★ All 4 STAR rated programs in Northern Kentucky

★ Over 50% of all multi-star rated programs in Northern Kentucky
Being a mother is challenging at any age. Being a teenage mother is much more difficult. While all new moms have many questions about helping their children get off to a good start, teen mothers are still struggling with their own growing up. Teen moms know they have an uphill fight.

In 2011, Children, Inc. worked with Newport Independent School District to develop the Newport Teen Center on-site at Newport High School. The center not only helps teen parents complete their education and graduate, but invites them to explore post secondary plans for long term success. Meanwhile, their children are in an environment that prepares them for school success, a process that begins early in life.

In addition to attending a full day of classes, the teen parents earn educational credit as they work side by side with Children, Inc.’s staff each day. Teen parents learn more effective ways to promote their young baby’s development. The Center also serves as an intern site for other students who are studying child development.

Children, Inc. has opened four teen parent centers. A commitment to create programs to help teen parents become good parents and complete high school is a necessity, not an option.

“I don’t want to be a statistic. I want to prove everyone wrong. Just because you have a kid at this age doesn’t mean you can’t have a future.”

-Teen Mom-
# 2011 Financial Statement

## WHERE THE MONEY COMES FROM

### REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parent/Client Fees</td>
<td>4,917,959</td>
<td>61.33%</td>
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<td>Government Sources</td>
<td>1,352,601</td>
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<td>United Way Allocations</td>
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<td>Contributions/Fundraising</td>
<td>65,716</td>
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<td>Foundation/Corporations</td>
<td>440,915</td>
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<tr>
<td>Other</td>
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<td>3.21%</td>
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<td><strong>TOTAL REVENUE</strong></td>
<td><strong>8,019,232</strong></td>
<td><strong>100%</strong></td>
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## WHERE THE MONEY GOES

### EXPENSES

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<tr>
<th>Category</th>
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<td>Programs</td>
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<tr>
<td>Administration</td>
<td>1,042,104</td>
<td>12.78%</td>
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<tr>
<td>Fundraising</td>
<td>13,570</td>
<td>0.17%</td>
</tr>
<tr>
<td>Change on Value of Investments</td>
<td>23,576</td>
<td>0.29%</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>8,153,262</strong></td>
<td><strong>100%</strong></td>
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</table>

### EXPENSES BY PROGRAM

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<tr>
<th>Program</th>
<th>Amount</th>
<th>Percentage</th>
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<tr>
<td>Early Education Centers</td>
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<tr>
<td>School Age Services</td>
<td>1,475,369</td>
<td>18.10%</td>
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<tr>
<td>Family Child Care</td>
<td>500,574</td>
<td>6.14%</td>
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<td>Young Families Program</td>
<td>760,324</td>
<td>9.33%</td>
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<td>Growing Sound Music Program</td>
<td>289,808</td>
<td>3.55%</td>
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<td>Trainings</td>
<td>179,052</td>
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<td>Service Learning and Bulldogs YEZ Program</td>
<td>495,048</td>
<td>6.07%</td>
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<tr>
<td>Management &amp; General</td>
<td>1,042,104</td>
<td>12.78%</td>
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<tr>
<td>Fundraising</td>
<td>13,570</td>
<td>0.17%</td>
</tr>
<tr>
<td>Change on Value of Investments</td>
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<td>0.29%</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES BY PROGRAM</strong></td>
<td><strong>8,153,262</strong></td>
<td><strong>100%</strong></td>
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### Change in Net Assets Operations

-134,030

### Net Assets

<table>
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<th>Period</th>
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<tr>
<td>End of Year</td>
<td>3,316,135</td>
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2011

Grants and Contributions

$500 - $999
Von Lehman & Company, Inc
Amy Sizemore
Lee & Shannon Carter
Keith Jeffcoat
Barbara Stonewater
Carole & Donald Beere
Susan & William Cook
Nancy & Larry Allen
Most Rev William Hughes
David Nightingale & Anne Preston

$100 - $499
Housing Authority, Hope Six Grant
Peggy Bogadi
Mary Brown
Wood Herron & Evans, LLP
Sandra & Charles Horning
Anne Hulefeld
Toyota Motor Engineering & Manufacturing
Susan & Matthew Weis
Beverly Brown
Sean Dougherty
Ryan Gentil
Jeffery & Ruth Eger
Jane Beuttel
Herman Kamlage
Geraldine & Anthony Zembrodt
David Hulefeld
Centerpoint Health
Cincinnati Early Learning Centers
NorthKey Community Care
L&L Nippert Charitable Foundation
Jama Easton-Redar
Ryan Gentil
Roger Roeding
Lawrence & Margo Bowman
Jonathan & Nancy Lippincott
John Truitt
Amy & Rob Haney
Robert Bleha
JoAnn Schwartz
James & Robin Huizenga
David & Ramona Kohn
Charles & Cheryl Faust
Angela Hopkins
Mike and Kit Hammons
Monica Riffle
Deanne Kiernan
Jaime Highfield
Mr. & Mrs. John Domaschko Fund of The Greater Cincinnati Foundation
Thomas Purdy, Purdy Productions
Thomas & Penelope Hulefeld
Thomas & Cathy Erpenbeck
Ted & Kara Funk
Sandra & Jerry Chabre
Roger & Amy Mahill
Robert & Rita Rothert
Patti & Tim Love
Matthew Darpel
Matthew & Mary Kay Connolly
Mary & John Stevie
Mark Silbersack
Mark Cosimi & Leslie Devejian-Cosimi
Linda Verst
Kim Thompson, in memory of Sharon King
John & Carla Cain
John & Julie Lange
James & Patricia Gayle
Jack & Joyce Steinman, Rhineland Foundation
H Dennert Distributing Corp
Craig Spencer
Fred & Beverly Erschell
Evelyn B. Laux
Jon & Beverly Draud
Connie Cook
Christopher & Susan Burns
Connie Cook
Christopher & Susan Burns
Charles Huizenga
Catryna Phelps
Anne Maxfield

$99 and under
Chris Fahibusch
Barbara Hadden
Aaron & Frances Wolfe-Bertling
Thomas Lakin
Ronald & Alice Lubbe
Chris Fahibusch
Brenda Bond
Andrew Faust
Tina Auer
Wayne & Barbara Beimesch
Thomas & Margaret Duncan
Shirley Hudson
Schneller Heating & Cooling
Lisa Hasson
Julia Witten
Jordan Huizenga
John Spence & Colleen O’Toole
John Boh
Jennifer Lynn Schalk
Gregg Williamson, in honor of Ronald Williamson
Gerald Rapien & Cheryl Johnson
Frank & Patricia Sommerkamp
Frances & Aaron Wolfe-Berling
Dorothy Sciarra
Craig Spencer
Charles & Connie Pangburn
Charlene Frazier
Casey & Bethany Flick
Amy Wright
Megan Whiles
Angel & Robbie Hall
Terri Cox Cruey & Thomas Cruey
Peggy Hardy
Jennifer Robinson
William Scheyer
Veronica Mitchell
Rosella & Lawrence Darpel
Richard Bartlett & Angela Steffen
Paula & Thomas Zalla
Paul Connolly
Paul & Catherine Gottbrath
Martha Pressley
Jerome & Kathleen Kreger
Jennifer Scola
Frank Warnock & Judy Harrer
Christophe Lorentz
Andrew & Marilyn Collins
Sister Jane Sen
Bob & Pat Darpel
Lynn & Christopher Kenney
Charles Darpel
Jennifer Beere
Jayme Powell
Ramona Toussaint
Mary Fuller
Nicole Huffman
### Montessori Early Learning Academy
419 Altamont Rd, Covington  
859-491-1455  
Monday - Friday, 6:30am - 6:00pm  
Ages 2 years - Kindergarten  
Rated 3 STARS, NAC Accredited

Montessori Early Learning Academy serves 90 children, offering toddler and preschool Montessori classrooms, as well as a full-day kindergarten program.

### Treasure House Child Development Center
203 W. River Center Blvd, Covington  
859-669-2770  
Monday - Friday, 6:15am - 5:30pm  
Ages Infant - Kindergarten  
Rated 3 STARS, NAEYC Accredited

Treasure House is located on Covington’s IRS campus. Montessori and traditional curricula are offered. Treasure House serves 118 children of IRS employees and the community.

### Gardens at Greenup Child Development Center
133 E. 11th St, Covington  
859-261-4282  
Monday - Friday, 7:00am - 5:00pm  
Ages Infant - 5 years  
Rated 3 STARS, NAC Accredited

Gardens is a joint project with Welcome House and located on site at Gardens Center, a 20 unit housing complex and self-sufficiency program. This center serves 20 children of the families of Gardens at Greenup and families of Covington’s East Side.

### In-School Preschools
- **Erpenbeck Elementary**  
  STAR rating in progress 859-431-2075
- **Montessori at Ninth District**  
  Rated 3 STARS, NAC Accredited 859-431-2075
- **Newport Preschool Center**  
  Rated 4 STARS, NAC Accredited 859-292-3084
- **River Ridge Elementary**  
  Rated 4 STARS, NAC Accredited 859-431-2075
- **Walton-Verona Elementary**  
  Rated 4 STARS, NAC Accredited 859-431-2075

Children, Inc. and school districts in Northern Kentucky have come together to increase learning time for preschoolers to a full day of preschool education. In concert with these school districts, Children, Inc. offers the other half of their preschool day plus extended care before and after the school day to accommodate working parents.

### Kenton Child Development Center
11096 Madison Pike, Independence  
859-960-0365  
Monday - Friday, 7:00am - 3:00pm  
Ages Infant - 3 years  
Rated 4 STARS, NAC Accredited

This center is located at Simon Kenton High School. Teen parents are free to concentrate on their work and feel good knowing their children are on site and in a quality child care setting.
Imagine Tomorrow Child Development Center
1260 Pacific Ave, Erlanger
859-727-3575
Monday - Friday, 6:30am - 7:00pm
Ages Infant - Kindergarten
Rated 4 STARS, NAC Accredited

Imagine Tomorrow serves the children and families of Toyota Motor Engineering and Manufacturing North America. The 30,000 square foot facility includes a 17,000 square foot outdoor playground.

Newport Teen Center
900 East 6th Street, Newport
859-292-0031
Monday - Friday, 7:00am - 3:00pm
Ages Infant - 3 years

This center is located at Newport High School. Teen parents can concentrate on their education knowing their children are on site and learning as well. The center also serves as a practicum site for other students learning about child development.

Family Child Care
859-431-2075
Infants - school age children
Rated 1 - 4 STARS

The Family Child Care Program offers quality child care in small groups with flexible hours in safe, nurturing state-certified homes. Family Child Care is available throughout Northern Kentucky with 50 locations in seven counties. Special features of the Family Childcare Provider Network include the following enhancements: participation in the USDA Food Program; STAR-ratings; alignment of curriculum with Kentucky's Early Childhood Standards; assessment of each child's progress twice a year; and educational materials with parent involvement.

School Age Services
859-431-2075
School age children
Rated 1 - 3 STARS

School Age Services has grown to over 65 programs at 32 elementary schools throughout 4 Northern Kentucky counties. Each program is individually licensed and emphasizes activities that promote reading, service learning and character building. Recreational activities offer indoor and outdoor games, time for friends and nutritious snacks, as well as homework assistance. Extended Educational Care Programs allow kindergartners to remain in school for a full day, extending their learning and classroom experience. Care is also available on snow days, professional days, breaks and summer.
<table>
<thead>
<tr>
<th>Young Families Program</th>
<th>The Young Families Program is a voluntary program offering weekly home visits to prenatal and first time parents with children up to age 3 years. This program is part of the regional prevention program, Every Child Succeeds, and serves 285 Kenton County families.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greater Cincinnati Center for Montessori Education</td>
<td>GCCME offers early childhood and infant-toddler Montessori certifications. The program is designed to accommodate individuals who are working full time and wish to pursue a career in Montessori education. GCCME is affiliated with the American Montessori Society and is accredited through MACTE (Montessori Accreditation Council for Teacher Education).</td>
</tr>
<tr>
<td>Devereux Early Childhood Regional Training Center</td>
<td>Children, Inc. partners with the Devereux Foundation to provide nationally certified Devereux training, technical assistance, demonstration classrooms and support research on the Devereux model. The Devereux Early Childhood Initiative strives to promote resilience in young children attending early childhood programs.</td>
</tr>
<tr>
<td>Service Learning</td>
<td>Children, Inc. Service Learning coordinators provide training, community connections, funding, one-on-one support and other resources to thousands of teachers at more than 70 schools throughout Greater Cincinnati. With this support, teachers engage their students in service learning projects that teach the value of giving back by using classroom curriculum to help others.</td>
</tr>
<tr>
<td>Kentucky’s Voice</td>
<td>Kentucky’s Voice (formerly Parent Voice) is a grassroots advocacy effort that connects the parents of young children and early childhood educators to Kentucky’s legislative decision makers.</td>
</tr>
<tr>
<td>Growing Sound</td>
<td>Growing Sound creates music and other products that translate key findings from recent child development research into practical and entertaining products for teachers, parents, and children.</td>
</tr>
</tbody>
</table>
2011
Board of Directors

President
Peggy A. Bogadi, Internal Revenue Service
Vice-President
Charles Horning, DDS
Treasurer
Jim Hood, ARAMARK Refreshment Services
Secretary
Mark Silbersack, Dinsmore & Shohl LLP

Larry Bowman, Diocese of Covington
Becky Burgett, Procter and Gamble
Susan Cook, Northern Kentucky University
Mark Cosimi, Ethicon Endo-Surgery, Inc.
Brandon DeVault, Bank of Kentucky
Patricia Hoffmann, Fifth Third Bank
Steve Horn, Christopher Financial Group
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Greg Smith, Haberer
Kate Smith, Wood, Herron & Evans LLP
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Roger Schorr, Retired
Greg Smith, Haberer
Gary Strassel, Carlisle Enterprises, Inc.
Eric Lanter, US Bank
Jeff Schmitt, Barnes, Dennig & Co., Ltd.
<table>
<thead>
<tr>
<th>OUR VISION</th>
<th>Young children are ready to succeed in school and in life.</th>
</tr>
</thead>
<tbody>
<tr>
<td>OUR MISSION</td>
<td>We advance the success of young children by partnering with families, professionals and the community through exemplary services, training, research and advocacy. We accomplish our mission within a culture of innovation, collaboration and shared leadership.</td>
</tr>
<tr>
<td>OUR BELIEFS</td>
<td>We believe in children.</td>
</tr>
<tr>
<td></td>
<td>We believe in families.</td>
</tr>
<tr>
<td></td>
<td>We believe in our community.</td>
</tr>
<tr>
<td></td>
<td>We believe in ourselves.</td>
</tr>
</tbody>
</table>

**Children, Inc.**

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Covington, KY 41011
859-431-2075
www.childreninc.org