



KITSAP COMMUNITY  
RESOURCES  
Creating Hope | Restoring Lives

# KITSAP COMMUNITY RESOURCES

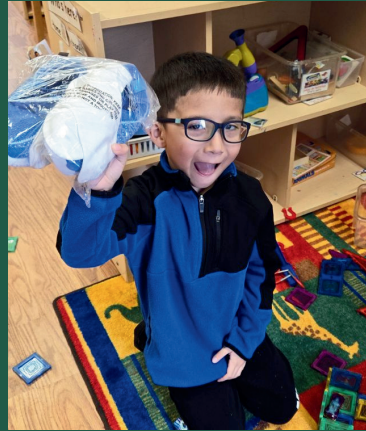
ANNUAL REPORT **2023**



[www.kcr.org](http://www.kcr.org)



# 2023





# TABLE OF CONTENTS

<b>04</b>		<b>Mission, Vision, &amp; Values</b>	<b>09</b>		<b>Coordinated Entry and Supportive Housing</b>
<b>05</b>		<b>Letter From the Executive Director</b>	<b>10</b>		<b>Mills Crossing</b>
<b>06</b>		<b>Board of Directors</b>	<b>11</b>		<b>Employment &amp; Training</b>
<b>07</b>		<b>History of KCR</b>	<b>12</b>		<b>Veterans Assistance</b>
<b>08</b>		<b>2023 at a Glance</b>	<b>13</b>		<b>Early Learning and Family Services</b>



# TABLE OF CONTENTS

<b>14</b>		<b>Kinship Caregivers</b>	<b>18</b>		<b>Christmas Angel</b>
<b>15</b>		<b>WIC &amp; The Parenting Place</b>	<b>19</b>		<b>Financials</b>
<b>16</b>		<b>Food Services</b>	<b>20</b>		<b>Community Needs Assessment</b>
<b>17</b>		<b>Weatherization &amp; Energy</b>	<b>21</b>		<b>Donors, Campaigns &amp; Direct Impact</b>



# ORGANIZATION'S MISSION, VISION, & VALUES

## **Mission – Our mission defines us!**

Kitsap Community Resources is committed to creating hope and opportunity for low-income Kitsap County residents by providing resources that promote self-sufficiency and stability.

## **Vision – Our vision inspires us!**

We envision a community in which everyone has the opportunity to thrive.

## **Core Values – Our core values unite and guide us!**

We value integrity, equity, compassion, excellence, diversity, collaboration, and teamwork. These values are a part of everything we do.





# LETTER FROM THE EXECUTIVE DIRECTOR

Kitsap Community Resources is happy to present our **2023 Annual Impact Report**. Like the rest of the world, KCR has undergone significant changes since the pandemic. Yet, in the face of these challenges, our dedicated team and partners rose to the occasion. Even in the most difficult moments, KCR never closed its doors, standing as a steadfast source of support for the Kitsap County community.

First, I would like to **personally acknowledge our board and our team, donors, volunteers, and partners for everything they do for KCR and for the community in which we serve**. Your support reflects the value placed on the work we all do together.



KCR manages a wide range of essential programs like Weatherization, Energy Assistance, Housing and Coordinated Entry, Head Start, WIC and Employment and Training. Each program presents its own unique challenges and opportunities. During the pandemic, we saw an unprecedented flow of emergency funding that allowed us to expand rental assistance, energy services, and critical support programs for our most vulnerable populations—providing housing and hotel vouchers for families in crisis. Our Early Learning and Family Services division embraced innovation to continue educating children, despite the challenges of masking for both teachers and young students. After the pandemic, we responded by restructuring our operations to become more efficient, a process that continues to make us more agile in addressing community needs. Despite the changes, the demand for our services remains high, and we remain committed to our mission to promote sustainability and self-sufficiency.

During 2023, we completed our most comprehensive Community Needs Assessment to date, with over 4,200 respondents representing diverse demographics, zip codes, and languages. The top three needs identified were housing, healthcare, and transportation—clear indicators of where we must focus our resources to make the greatest impact.

Another significant achievement to note was the purchase of 36-unit townhomes for affordable and permanent supportive housing. We advocate and provide services for families living on the edge. KCR will continue to embody our guiding principle **‘To Serve Everyone That Walks Through Our Door’**.

Again, none of this would have been possible without the dedication and support of our board, staff, volunteers, donors, and community members. Your unwavering commitment to our mission has been the driving force behind our success, and we are deeply grateful for your continued partnership and collaboration. Together we will make a stronger, more resilient Kitsap County.

Thank you

A handwritten signature in black ink, appearing to read 'Anthony Ives'.

**Anthony Ives**

Kitsap Community Resources Executive Director



# BOARD OF DIRECTORS

## Board President

Carolynn Perkins

## Board Vice President

Elaine Williams Bryant

## Board Treasurer

Jennifer Chaussee

## Board Secretary

Wendy McNeal

## Board Members

Lucretia Robertson  
Teryn Nicolet  
Brenda Fantroy Johnson  
Josh Bagley  
Aaron Fast  
Robert Harris  
Brynn Felix  
Kimberly Arne  
Chad Enright

## LEADERSHIP TEAM

### Executive Director

Anthony (Tony) Ives

### Chief Financial Officer

Irmgard Davis

### Housing and Community Support Services Director

John Paul-Hurley

### Early Learning and Family Services Director

Jill Brenner

### Marketing & Development Director

Arber Metuku

### Human Resources Director

John Hogg

### Employment and Training Director

Anjalee Blackwell

### Facilities & Property Management Director

Jim Murphy

### Weatherization & Energy Director

Nathan Anderson

# OUR HISTORY

Since its inception in 1965, Kitsap Community Resources (KCR) has stood as a steadfast pillar of support for Kitsap County, nurturing a community where every individual feels the warmth of assistance and the embrace of opportunity. Originally established as the Kitsap Community Action Program (KCAP) under the Economic Opportunity Act of 1964 and President Lyndon Johnson's "War on Poverty" initiative, KCR was born out of a bold and creative movement aimed at eradicating poverty through strategies designed by local communities.

KCR's mission is to create hope and opportunity for low-income Kitsap County residents by providing resources that promote self-sufficiency and stability. This mission is deeply embedded in all KCR programs, which encompass a wide range of services including Housing Assistance, Veteran Services, Early Learning & Family Services (WIC, HeadStart, Food Services, Employment and Training, Business Education, Energy Assistance, Weatherization, and more. Each program is designed with a family focus, cultural sensitivity, and an awareness of the diverse backgrounds, objectives, and experiences of those we serve.

Our vision, which inspires us daily, is to cultivate a community where everyone has an opportunity to thrive. This vision is supported by our core values of integrity, compassion, excellence, diversity, collaboration, and teamwork.



These values guide us in honoring our commitments ethically, empathizing with those we serve, respecting all individuals, seeking partnership opportunities, and supporting our employees and partners.

Over the years, KCR has played a pivotal role in originating and nurturing key programs and organizations that now operate independently in Kitsap County. These include various community food banks, Kitsap Legal Services, Peninsula Community Health Services, and more. These accomplishments highlight KCR's lasting impact on the community and our steadfast commitment to partnership and collaboration.

KCR has a team of 150 employees who strive every day to help our community and make a positive impact in Kitsap County. We are deeply grateful for their dedication and the meaningful difference they make in the lives of those we serve.



# At a glance

Kitsap Community Resources impact across Kitsap County for 2023.



## KITSAP COMMUNITY RESOURCES

Creating Hope | Restoring Lives



**468 people**

were helped with employment services and assistance



**41 households**

had their homes weatherized through our weatherization program



**3450 families**

received help every month through our Woman, Infants & Childrens program



**121,988 meals**

were served in the community through our food services department



**180 veterans**

received help with support services with a total of 420 services



**1000+ kids**

received Christmas gifts through our Christmas Angel program



**2229 families**

received help with their utility bills through our energy assistance program



**2000+ people**

obtained shelter referrals; safe shelter; transitional housing; avoided eviction or foreclosure



**99 caregivers**

received help through our kinship caregivers program



**100 people**

were supported and graduated through our business education program



**299 kids**

were part of our Early Learning and Head Start programs



**350+ people**

donated to support Kitsap Community Resources programs

# CREATING AFFORDABLE HOUSING ACROSS KITSAP COUNTY



KCR's Coordinated Entry & Supportive Housing division assists families and individuals in Kitsap County who are homeless or facing homelessness. Our services aim to prevent evictions, locate affordable housing solutions, and stabilize families experiencing crisis situations.



These numbers underscore the critical impact of housing assistance programs in stabilizing communities and improving individual well-being by preventing homelessness and housing insecurity.

**153**

**Individuals found safe temporary shelter**

**496**

**Individuals secured safe and affordable housing**

**1354**

**Individuals managed to steer clear of eviction**





# MILLS CROSSING

The acquisition of Mills Crossing by Kitsap Community Resources marked a momentous occasion in our relentless pursuit of affordable housing solutions. Supported by the Department of Commerce WA State, esteemed partners, and the unwavering dedication of the Kitsap County Affordable Housing Task Force, we stand as beacons of progress in the face of adversity. Mills Crossing, located at 1003 Little Haven Lane, offers a nurturing environment for 140 to 170 residents while ensuring current tenants' leases remain intact. As we forge ahead, KCR remains steadfast in its commitment to providing not just housing, but a strong support system that fosters growth and community engagement.

## 36 townhomes

transitioned into 36 low income affordable housing units.

## 140+ residents

were provided with a nurturing environment to call home





# Employment & Training (E&T)



*Employment & Training Team*

In 2023, Kitsap Community Resources continued to empower individuals through its comprehensive Employment & Training (E&T) programs, comprising four key subsections designed to enhance skills, foster career development, and promote financial stability across Kitsap County.

KCR's WorkSource Affiliate offered a dedicated 12-station computer lab open to the public for job search and self-sufficiency purposes. The lab provided essential resources for individuals seeking employment, including access to online job applications, resume building tools, and printing services.

## **WIOA** Workforce Innovation and Opportunity Act

**328 individuals** benefited from WIOA services in 2023, gaining essential skills and support to enter or advance in the workforce.

## **The Skookum Financial Assistance Program is a program designed by Skookum and executed through KCR in 2023.**

**140** individuals benefited from crucial financial assistance, receiving help with rent, car repairs, and resource navigation.

## **BE\$T** Business, Education, Support and Training

**100 entrepreneurs** were assisted through our BE\$T program - some launched new businesses, others grew their existing ones, and many gained valuable insights from our networking events.

## **GED**

The GED program supported **more than 30** individuals in preparing for and successfully completing their GED tests during the year.



**SKOOKUM**  
CONTRACT SERVICES

**BE\$T** BUSINESS EDUCATION  
SUPPORT & TRAINING





## VETERANS ASSISTANCE

This program offers crucial emergency financial assistance to eligible veterans and their immediate family members, encompassing a range of essential services. These include rental and utility assistance to maintain stable housing, support for transportation and auto repair needs, assistance with obtaining occupational certifications, provision of basic phone services, and access to necessities such as food and clothing. Moreover, the program covers crucial medical, dental, and prescription expenses, ensuring comprehensive health care coverage. Additionally, it extends support for burial expenses, demonstrating a commitment to meeting diverse and urgent needs faced by veterans and their families.

**301 individuals**

received veterans support services

**\$216,000 spent**

in financial assistance to help veterans  
in need throughout Kitsap County



*Joel – Veterans Specialist*



# Early Learning & Family Services



During 2023, Kitsap Community Resources continued its commitment to nurturing families and fostering early childhood development through our comprehensive Early Learning and Family Services division. This division includes Early Head Start, Head Start, The Parenting Place, Food Services, WIC, and Kinship Caregivers and Navigator programs. These programs are designed to create a supportive environment where children can thrive, and families can find the resources they need to succeed.



Our Early Head Start and Head Start programs provided a nurturing and stimulating environment where **299** little minds flourished, and families thrived. These programs offered family-centered preschools, childcare, and home visitation services focusing on quality education, health, and social services to prepare children for future success.





# Kinship Caregivers

**99 caregivers**

received help through our  
Kinship programs



Kinship Caregivers Support Services Program provides financial assistance to kinship caregivers (grandparents and relatives raising children) by assisting them to obtain resources necessary to help stabilize the family.

We help pay for the cost of emergent needs incurred by grandparents or other relatives at the time a child comes to live with them, such as:

- Clothing purchase
- Food
- Childcare referral
- Relocation costs
- Utility assistance



The WIC program was an essential resource for families with young children, providing access to nutritious foods, information on healthy eating, and referrals to healthcare services for low-income pregnant, postpartum, and breastfeeding women, infants, and children up to age 5 who were at nutritional risk.

WIC assisted families from prenatal stages to age 5 with food and nutrition support, influencing lifetime nutrition and health behaviors in a targeted, high-risk population.



**3,450 FAMILIES**

were supported each month through our WIC program.



## THE PARENTING PLACE

The Parenting Place offered classes and resources designed to support families on their parenting journey. These classes aimed to help family members build positive family relationships and create healthy home environments



# FOOD SERVICES



**121,988  
Meals**

prepared by our Food Services team

KCR's Food Services program played a crucial role in providing nutritious meals to children, youth, and seniors, ensuring that no one in our community went hungry.

Our Food Services team prepared 121,988 meals, supporting the nutritional needs of our community, with Meals on Wheels as our dedicated partner ensuring these meals reached those in need.

Through these programs, KCR's Early Learning and Family Services division made a significant impact on the lives of Kitsap County residents in 2023, providing essential support and resources to help families thrive.



Rachel, Food Services Manager, & Port Orchard Grocery Outlet Partners



**CHG Footprint (MT CO<sub>2</sub>e)**

**4,895 lbs** of coal burned

**Water Footprint**

**16,038** showers saved

**Meals Recovered**

**3,015** meals

The data reflects the ecological impact of our Farm to Freezer program, funded by a Department of Ecology grant. This support allows us to rescue food that would otherwise go to waste, turning it into nutritious meals for local food banks, helping to nourish our community.

# WEATHERIZATION & ENERGY

## ENERGY:

KCR's Energy Assistance program offered vital financial aid to income-eligible households for various utility bills, preventing disconnections and ensuring continuous service. We ran four energy programs with partners like Puget Sound Energy (PSE) and Cascade Arrearage Relief and Energy Services (CARES), enhancing access to efficiency resources and additional support. KCR also managed the Low Income Home Energy Assistance Program (LIHEAP) and the Low Income Household Water Assistance Program (LIHWAP), starting October 1st, to help qualifying households with energy and water costs. These efforts demonstrate our dedication to comprehensive community support.

WE HELPED **2,229 HOUSEHOLDS** BY PREVENTING UTILITY DISCONNECTIONS AND ENSURING THAT FAMILIES COULD MAINTAIN ESSENTIAL SERVICES THROUGHOUT THE YEAR.



## WEATHERIZATION:

Our Weatherization program aimed to significantly enhance home energy efficiency through a comprehensive range of services. These included air sealing measures like weather stripping and caulking to prevent drafts, insulation upgrades for walls, attics, and floors to minimize heat loss, health and safety improvements to address indoor air quality and ensure a safe living environment, and repairs or replacements of heating systems to increase efficiency and reliability. Together, these services improved home comfort, safety, and reduced overall energy consumption.

WE WEATHERIZED **41 HOUSEHOLDS**, ENHANCING THEIR ENERGY EFFICIENCY AND REDUCING THEIR OVERALL ENERGY COSTS.



# CHRISTMAS ANGEL



**407 FAMILIES &  
1,000+ CHILDREN**

participated in the  
Christmas Angel Program  
and experienced the joy  
of the season that made  
their holidays truly  
special

The **Christmas Angel program (CA)** has been spreading joy for many years. Over its duration, the program has brightened the lives of more than **18,000 children** in Kitsap County. Families received gifts and clothing for each child, as available based on donations. For 2023 Christmas Angels was able to not only support KCR case managed families but an additional 150+ families from the community waitlist.



# 2023 FINANCIALS

KCR is primarily funded through grants and donations. Its financial support comes exclusively from these sources, meaning that it does not generate income through other means such as revenue or sales. Because KCR relies entirely on external funding, it is subject to annual monitoring and evaluations by its funders. This oversight ensures that the funds are used effectively and in accordance with the donors' and grant-makers' objectives, maintaining transparency and accountability in its operations.

## REVENUES

Source	Percent	Amount
Contracts & Grants	87.8%	19,101,498
Contributions	1.0%	210,101
Donated Facilities	1.7%	377,038
Rents	3.2%	693,660
Donated Goods	0.5%	112,090
Food Services	2.9%	623,944
Other Income	3.0%	649,408
<b>Total</b>		<b>\$21,767,738</b>



## EXPENSES

Source	Percent	Amount
Housing & Community Services	63.0%	13,709,323
Employment & Training	2.2%	471,387
Early Learning & Family Services	28.6%	6,227,094
Food Services	2.8%	616,525.00
Other KCR Programs	3.0%	649,048.00
Fundraising Campaigns	0.4%	93,001.00
<b>Total</b>		<b>\$21,766,378</b>

*\* Operating loss is offset by non-cash contributions from community partners on both sides of the ledger. This support is greatly appreciated and is critical to KCR's financial stability.*

# Community Needs Assessment

## LEARN MORE ABOUT KITSAP COUNTY'S NEEDS BY SCANNING THE QR CODE



**4,205 members**

of our community  
shared their  
perspective.

Kitsap Community Resources conducts a Community Needs Assessment every three years to identify gaps in services in Kitsap County. In 2023, the focus was on addressing post-pandemic inequalities and gathering more inclusive data.

Over 4,200 community members participated, making it the largest response to date. The data highlights both shared and unique needs across different groups in the community. The top three needs identified were housing, healthcare, and transportation—clear indicators of where we must focus our resources to make the greatest impact.

This effort was made possible through strong partnerships and support from local organizations. A public dashboard was created to make the data accessible to everyone, helping service providers develop better solutions for Kitsap County's evolving needs. KCR remains dedicated to improving its services based on these findings.





# Campaigns &

## Direct Impact

### A Heartfelt Thank You to Our Donors

Our donors made a powerful impact by giving back to the Kitsap County community. Because of your generosity, we were able to reach and help many people in need. Thank you for making a difference!



over  
**450 Donors**

over  
**\$130,000**  
in online, checks & cash  
donations

over  
**\$750,000**  
in kind

### Thank You to Our Amazing Donors

We are incredibly grateful to all the people who donated. Your generosity made it possible for families to receive toys through the Christmas Angels program, provided hygiene kits for the unhoused community, supported GED education, furnished homes, and helped with housing initiatives.

Thanks to you, our community is stronger and more supported. Thank you for making a change.





# THANK YOU





# KITSAP COMMUNITY RESOURCES

A huge thank you to all the organizations and non-profits in Kitsap who supported and partnered with us this year. Your collaboration made a real impact in our community, and we look forward to continuing our work together.



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