

Kitsap Community Resources
ANNUAL REPORT



KITSAP COMMUNITY
RESOURCES

Creating Hope | Restoring Lives

2024

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OUR *locations*



2819 Kitsap Place
Silverdale, WA 98383



845 8th Street
Bremerton, WA 98337



1201 Park Ave
Bremerton, WA 98337



3200 SE Rainshadow Ct
Port Orchard, WA 98366



Silverdale



Bremerton



Port Orchard

LETTER FROM THE Board President & Executive Director



Dear Kitsap Community,

With 2024 behind us, I've been reflecting on the positive impact KCR has had throughout our community.

This past year, KCR was able to support even more individuals and families, thanks to the dedication of its staff and the strength of community partnerships. From the overwhelming response to the Christmas Angel program, to free tax return assistance, veteran support, and housing help, so many lives were touched. The recent groundbreaking of new affordable housing in Bremerton, named by the Suquamish Tribe, was a powerful example of the collaboration happening right here in Kitsap County.

KCR continues to offer a wide range of essential services—from family-centered preschool and home visitation to job training and employment support. These programs change lives, and they exist because of a shared commitment to lifting our neighbors.

It's inspiring to see what we've accomplished together. Your support, partnership, and belief in this work make all the difference. Thank you for helping KCR remain strong, responsive, and rooted in the community.

With Appreciation,

Carolynn Perkins

Carolynn Perkins
KCR Board President

Dear Friends,

Guided by our 2023 Community Needs Assessment, our three-year strategic plan outlines six key goals to expand services, strengthen partnerships, and enhance our operations, ensuring we continue serving with equity, care, and impact.

KCR continues to grow to meet the evolving needs of Kitsap County, offering services that support housing, education, employment, energy, nutrition, and more.

We're here not just in times of crisis, but to help build lasting stability and self-sufficiency.

Founded in 1965 as part of President Johnson's War on Poverty, KCR is one of over 1,000 community action agencies nationwide dedicated to ending poverty and expanding opportunity. While each agency is shaped by its local community, we share a common mission: to uplift individuals and families through direct support and long-term solutions.

At the core of our work is a belief in people, their resilience, potential, and right to thrive. Thank you for being part of this journey. Whether you're a donor, partner, volunteer, or community member, your support makes everything we do possible. We're proud of what we've built together and excited for what comes next.

We look forward to celebrating 60 years of service in Kitsap County in 2025.

Anthony Ives

Thank You

Anthony Ives
KCR Executive Director



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.



Our history



The TF Johnson Family Home above, corner of 8th & Warren was used as a maternity hospital during WWI when Warren had just been paved. Date of photo is unknown.



Current location at 845 8th street taken in June of this year.

Since its founding in 1965, Kitsap Community Resources (KCR) has remained dedicated to empowering individuals and strengthening families throughout Kitsap County. Born out of the national War on Poverty, KCR was created to provide support, resources, and opportunities for people facing economic challenges.

Over the decades, KCR has grown from a small community service agency into a vital regional organization, offering a wide range of programs designed to meet the evolving needs of our community. From early childhood education and housing assistance to employment support and energy services, KCR continues to be a trusted partner in building a stronger, more resilient Kitsap County.

BOARD OF DIRECTORS



Board President

Carolynn Perkins

Board Vice President

Elaine Williams Bryant

Board Secretary

Natalie Logue / Brynn Felix

Board Members

Lucretia Robertson

Robert Harris

Brenda Fantroy Johnson

Kimberly Arne

Chad Enright

Aaron Fast

Teryn Nicolet

Leslie Daugs

Josh Bagley

Fred Chang

& Leadership Team

Executive Director

Anthony (Tony) Ives

Marketing & Development Director

Arber Metuku

Chief Financial Officer

Irmgard Davis

Human Resources Director

John Hogl

Weatherization & Energy Director

Nathan Anderson

Employment & Training Director

Anjalee Blackwell / Arber Metuku

Early Learning & Family Services Director

Jill Brenner

Facilities & Property Management Director

Jim Murphy

Housing & Community Support Services Director

John Paul Hurley / Thomas Delcour-Paolino

YEAR IN *review* 2024

Kitsap Community Resources' impact across Kitsap County for 2024.



50 people

were helped with Employment Services and Assistance



6797 households

were helped through our Energy & Weatherization programs



224 veterans

received help with support services



1800+ kids

received Christmas gifts through our Christmas Angel program



33 caregivers

received help through our Kinship program



108 people

were supported through our Business Education and GED programs



3500 families

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



113,441 meals

were served in the community through our Food Services department



17 youth

were mentored through our Empowering Youth Mentor program



2500+ people

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



288 kids

were part of our Head Start programs



500+ people

donated to support Kitsap Community Resources programs

2024 Financials

"I want people to imagine what it would be like to live on a couple of dollars a day. That's the reality facing thousands of people in our community."

-Anonymous

Contracts & Grants: \$22,644,262 (89.6%)

Contributions: \$168,945 (0.67%)

Donated Facilities: \$325,038 (1.29%)

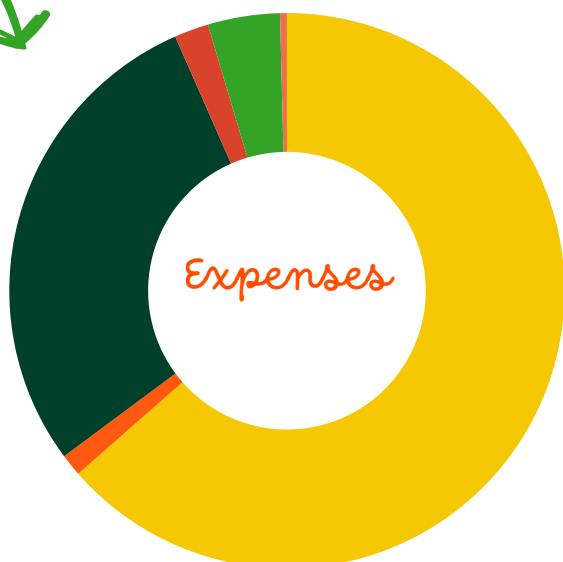
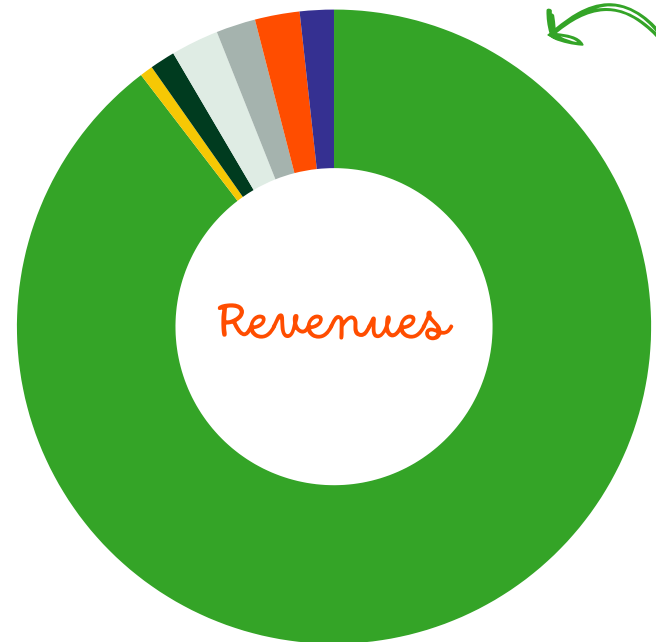
Rents: \$616,182 (2.44%)

Donated Goods: \$438,000 (1.73%)

Food Services: \$508,498 (2.01%)

Other Income: \$576,085 (2.28%)

Total Revenue: \$25,277,010



Housing & Community Services: \$16,075,414 (63.5%)

Employment & Training: \$325,475 (1.3%)

Early Learning & Family Services: \$7,227,094 (28.6%)

Food Services: \$504,978 (2%)

Other KCR Programs: \$1,049,048 (4.2%)

Other KCR Expenses: \$93,001 (0.4%)

Total Expenses: \$25,275,010

Over/Under: \$2,000

FACILITIES & maintenance



Maintaining what matters

Keeping every KCR space running smoothly behind the scenes.



Support beyond shelter

Ensuring safe, stable homes for those we serve.



“Before we say a home is ready, I ask my team to look me in the eyes and honestly tell me, ‘Would you move your family here?’

Only after they can answer yes do we consider the home truly ready, ready for the people we help with housing. That’s how we make sure every place we care for is safe, comfortable, and truly feels like home.”

Jim Murphy - Facilities & Property Management Director

Keeping Our Spaces Safe, Welcoming, and Ready to Serve

At Kitsap Community Resources, the Facilities and Maintenance team plays a vital role in ensuring our buildings, homes, and vehicles are safe, functional, and ready to support our mission every day. Whether it's maintaining Early Learning centers, housing units, or service buildings, this dedicated team keeps our organization running smoothly behind the scenes.

Buildings We Care For

The Facilities team oversees a wide range of locations:

- 3 community service buildings
- 8 Early Learning centers with 11 classrooms, kitchens, restrooms, and offices
- 72 housing units in Bremerton and Port Orchard
- A 3,000 sq. ft. warehouse in the Olympic View Industrial Park

They also maintain a fleet of vehicles used by various programs, including a small bus for Early Learning trips, driven by our CDL-certified staff.



The Manette Project - šəqusəbali groundbreaking

In 2024, Kitsap Community Resources celebrated a major milestone in our mission to expand affordable housing options for families in Kitsap County. On October 25th, we proudly hosted the groundbreaking ceremony for the Manette Affordable Housing Project, formally named šəqusəbali, or “Place to Hold Your Head Up,” a name gifted to the project by the Suquamish Tribe in honor of the land’s Indigenous heritage.

Located at 2115 E. 19th Street in Bremerton, this project will bring much needed two and three-bedroom townhomes to families in need of stable, affordable housing.

The ceremony brought together community leaders, elected officials, and tribal partners, and featured opening blessings from the Suquamish Tribe along with remarks from Carolynn Perkins, KCR Board President; Greg Wheeler, Bremerton Mayor; Kirsten Jewell of the Department of Commerce; Commissioner Christine Rolfes; Kitsap County Commissioner Katie Walters; Representative Frank Chopp and Senator Emily Randall.

This project reflects the power of collaboration between KCR, Kitsap County, City of Bremerton, the BJC Group, and our tribal and civic partners, and it stands as a symbol of dignity, community, and belonging. We are proud to lead efforts like šəqusəbali and look forward to continuing our work toward affordable housing solutions in the years ahead.

Housing Everyone deserves a place to feel safe

The Kitsap County **Housing Solutions Center** is the first step in seeking housing assistance. This center is funded by grants from the Kitsap County Housing and Homelessness Division, works in tandem with community partners throughout the county, and is managed and staffed by Kitsap Community Resources.

As a one-stop community portal to county-wide housing availability and resources, HSC can connect individuals to housing resources throughout the county, including emergency shelter, rental & deposit assistance, and/or landlord referral.

HSC maintains lists of housing availability for all community partner organizations located in Kitsap County. Residents seeking assistance can begin their search with HSC, where KCR Navigators will work one-on-one with them to determine eligibility and make referrals to the appropriate housing resource.

113

Individuals found safe
temporary shelter

246

Individuals secured safe
and affordable housing

692

Individuals avoided
eviction



WEATHERIZATION & ENERGY

KCR's Energy Assistance program provided crucial financial support to over **6000** income-eligible households, helping them stay connected to essential utilities and avoid service disruptions. Our team operated four energy programs in collaboration with partners such as Puget Sound Energy (PSE) and the Cascade Arrearage Relief and Energy Services (CARES), expanding access to energy efficiency resources and additional aid. Beginning October 1st, KCR also administered the Low-Income Home Energy Assistance Program (LIHEAP), offering help with energy and water expenses to those who qualify. These initiatives reflect our ongoing commitment to supporting the well-being of our community.

Energy Team



Weatherization

In 2024, our Weatherization program helped improve the comfort, safety, and energy efficiency of more than **40** households in our community. Through services like air sealing (weather stripping and caulking), insulation upgrades in attics, walls, and floors, and critical heating system repairs or replacements, families experienced warmer homes and lower energy bills. We also made essential health and safety improvements, supporting healthier indoor air quality and more secure living environments. Each home served represents our commitment to long-term energy savings and well-being for those most in need.



Weatherization Team



Early **LEARNING & FAMILY SERVICES**

In 2024, Kitsap Community Resources remained steadfast in its commitment to strengthening families and promoting early childhood development through our Early Learning and Family Services division. This division encompasses a range of essential programs — including Early Head Start, Head Start, The Parenting Place, Food Services, WIC, Empowering Youth Mentor Program, and Kinship Caregiver services — all designed to provide children and families with the tools, resources, and support needed to thrive.

EARLY HEAD START & HEAD START

KCR Head Start provided family-centered preschool, childcare, and home visitation services. These programs offered high-quality education, health care, and social support to help children build a strong foundation for lifelong success.

By offering services at little to no cost for eligible families, KCR made sure that more children could access critical early learning opportunities and families received the support they needed for a brighter future.

288

kids were
part of our
Early
Learning
programs
in 2024





WOMEN, INFANTS, & CHILDREN

The Women, Infants, and Children (WIC) Nutrition Program continues to be a vital resource for families in Kitsap County. In 2024, WIC provided personalized, compassionate support to more than **3500** families every month, helping them build a healthy foundation during pregnancy, infancy, and early childhood.

WIC is more than just food benefits—it's about connection, education, and support. Our services include:

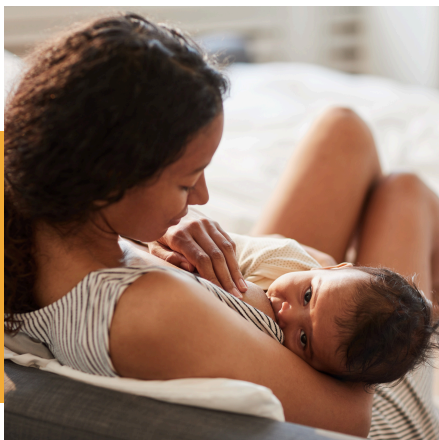
- Nutrition education and counseling tailored to each family's needs
- Breastfeeding support from certified lactation consultants
- Referrals to healthcare and other local resources
- Monthly food benefits for healthy items like fruits, vegetables, whole grains, dairy, and formula

Our partnerships with local farmers' markets allowed families to buy fresh, seasonal produce while supporting local agriculture through the Farmers Market Nutrition Program.

Thanks to the dedicated efforts of our WIC team and community partners, we're helping reduce food insecurity, improve health outcomes, and promote lifelong wellness for Kitsap County families.



Part of the WIC team out in the community! Supporting Kitsap families with resources about nutrition and family support services.



Client Story

"WIC was there for me when I first started breastfeeding my daughter. Whenever I had questions, I knew I could count on them—their support was always warm and encouraging. That experience sparked a passion in me, and now I'm completing my education to become a lactation consultant."

the PARENTING PLACE

Empowering Families Through Education

At Kitsap Community Resources, we believe that strong families build strong communities. The Parenting Place continues to be a vital resource, offering classes designed to help parents and caregivers create nurturing, supportive home environments.

In 2024, The Parenting Place provided a diverse range of classes focused on parenting strategies, emotional development, and personal growth. Partnering with Family Success NW, the Parenting Place offered a wide variety of workshops—facilitating 4 out of the 6 total classes—to ensure families had access to relevant, impactful learning opportunities. These programs empowered participants with tools to navigate challenges, strengthen family bonds, and support their children's well-being.



Highlights from our 2024 class offerings included:

- ↳ *Trouble, Take It On* – Helping participants recognize and confront personal challenges through cognitive-behavioral techniques.
- ↳ *Invitation to Aggression Replacement Training (IART)* – Teaching relationship-building and strategies to replace aggression with positive communication.
- ↳ *The Nurtured Heart Approach* – Helping caregivers build their child's emotional resilience by shifting how they direct energy and attention.
- ↳ *Breaking the Chain* – Exploring self-concept and its impact on parenting trauma-affected children.
- ↳ *Learning to Love Me So I Can Love You Better* – Encouraging self-care, stress management, and boundary-setting for healthier relationships.
- ↳ *FLIP It for Parents* – Providing a four-step approach to responding to children's challenging behaviors.

By offering these evidence-based classes, The Parenting Place continues to empower families with knowledge, resources, and a supportive community. Together, we are building stronger families and a brighter future for Kitsap County.

EMPOWERING YOUTH *and Mentorship*

The Empowering Youth Mentor Program (EYMP) joined Kitsap Community Resources in 2024, after nearly 20 years of serving youth in Kitsap County. While new to our agency, EYMP continues its mission of helping youth build resilience through mentorship and coping skills. Mentors and mentees report using healthier ways to manage stress, anxiety, and trauma. Mentors have learned to listen more actively, leading to deeper, more meaningful conversations. They're also better equipped to recognize negative self-talk and teach positive thinking. Breathing techniques are frequently used as a simple, effective tool, and mentors are more aware of trauma-related behaviors, responding with greater understanding.

A mentee story

"I didn't know what to expect from having a mentor. Just another adult telling me what to do, I thought. But they didn't. They listened—really listened—without judging or making me feel small. One night, I almost made a choice I'd regret. I paused, thinking about my mentor and how they'd feel. That pause was enough. I walked away. Having a mentor meant more than I expected. It meant feeling accepted, trying new things, and going places I'd never been. It meant being seen, not for my mistakes, but for who I really am. And that changed everything."



17 YOUTHS

were mentored through
our EYMP program.



KINSHIP *caregiver*

Kinship Caregivers Support Services Program provided financial assistance to kinship caregivers (grandparents and relatives raising children) by helping them access the necessary resources to stabilize their families.

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

- Food
- Clothing resources
- Childcare referral
- Relocation support
- Utility assistance

33 CAREGIVERS

received support through
the Kinship program.

Veterans

assistance

The Veterans Program is dedicated to providing essential support and services to those who have served in the military. In 2024, our program assisted 224 veterans, offering a range of services that include housing support, employment assistance, healthcare access, and benefits counseling. Through our comprehensive approach, we aim to help veterans overcome challenges, improve their quality of life, and ensure they receive the care and resources they deserve. At KCR, we are honored to support our veterans and help them thrive in the community they've served so faithfully.

224 veterans

received help with support services



Food

services

Kitsap Community Resources' Food Services Department plays a vital role in fighting hunger and supporting families across our community. In 2024, we proudly served 113,441 meals to individuals and families in need, ensuring access to nutritious food for those facing food insecurity. Through partnerships, outreach programs, and community initiatives, our team works tirelessly to provide healthy, reliable meals and promote food stability. At KCR, we believe that access to nutritious food is a fundamental need, and we are committed to nourishing our community, one meal at a time.

113,441 meals
were served in the community through our Food Services department



750+

families helped

100+

donors & supporters

1800+

children

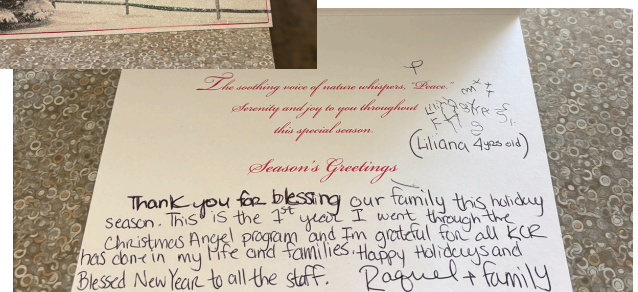
participated in the
Christmas Angel
Program and
experienced the joy of
the season that made
their holidays truly
special.



KCR's Marketing Director Arber Metuku helps the Les Schwab Team move in donations from their generous campaign.

CHRISTMAS Angel

The Christmas Angel program has been spreading joy for many years, brightening the lives of more than 18,000 children in Kitsap County to date. Each December, this program runs with the support of many community partners, providing gifts and clothing to families in need. In 2024, we were proud to support over 750 families, including those directly connected to KCR services as well as many others from across Kitsap County. Together with our partner organizations, we work to ensure that every child experiences the joy of the holiday season.





EMPLOYMENT & TRAINING



At Kitsap Community Resources, the Employment & Training Division is dedicated to transforming lives by opening pathways to sustainable employment, economic independence, and a more skilled community. Every program within this division is a strategic response to the diverse challenges our clients face - from lack of formal education and language barriers to limited financial literacy and access to business resources.

GED

The GED Program helps individuals take a critical step forward by completing their high school equivalency. This milestone unlocks access to better job opportunities, vocational training, and higher education, laying the foundation for self-sufficiency. During 2024, we supported 72 individuals in preparing for and completing their GED, covering exam fees and providing academic guidance.



BE\$T in Spanish

One of our most significant recent achievements is the launch of BE\$T in Spanish, an entrepreneurial program tailored specifically for Spanish-speaking community members. This initiative ensures linguistic and cultural accessibility and represents a deep commitment to equity in economic opportunity across Kitsap County. In its first full year, BE\$T in Spanish successfully trained 24 participants, all of whom completed the program with viable business plans.

"Empowering people with skills today
builds the workforce of tomorrow."
-Anonymous



BE\$T

Our BE\$T (Business Education Support & Training) Program is a hands-on, 8-week course designed to educate and equip aspiring entrepreneurs with the foundational knowledge needed to launch and manage a successful small business. Participants learn about licensing, taxes, financial planning, and marketing, gaining the confidence and competence to bring their business ideas to life. In 2024, we hosted four BE\$T cohorts, serving over 60 aspiring entrepreneurs across Kitsap County.



FINANCIAL EDUCATION & ABC

In 2024, our Financial Education Program, with the support and collaboration of the Asset Building Coalition of Kitsap County (ABC), advanced long-term financial wellness and economic resilience throughout the County. Working in partnership with a broad network of community organizations, we delivered 47 financial education classes, reaching nearly 350 individuals. These classes covered vital topics such as budgeting, credit building, banking basics, and long-term financial planning, equipping participants with the tools and confidence to take control of their financial futures.



Strategically, the Employment & Training Division is looking to expand and include digital literacy and employment assistance programs - critical components for thriving in today's workforce. These additions will address the digital divide and provide holistic support for clients on their journey to employment and self-sufficiency.

We'd like to thank all our donors & volunteers for their *generous support*



With Heartfelt Gratitude

We are deeply grateful to all the individuals, businesses, and organizations who gave generously in 2024 to support Kitsap Community Resources. Your contributions made a lasting impact—empowering families, strengthening our community, and helping us build a future full of hope and opportunity.

Whether through financial gifts, in-kind donations, volunteer time, or community partnerships, your support fueled our mission throughout the year. Please know that each and every contribution is appreciated and truly makes a difference.

Thank you for standing with us in 2024.

STRATEGIC *planning*

1. Improve and streamline access to services

By unifying processes and providing our clients with a coordinated single point of entry into services through Foundational Community Supports (FCS).

4. Foster a strong, diverse community through collaboration with partners

By leveraging KCR's role as a facilitator and advocate in Kitsap County to meet and increase community partnerships with a focus on reaching previously underserved communities.

2. Increase funding to sustain and build programs

Through innovation, diversification of funding sources, increased fundraising activities and marketing.

3. Invest in people

With improved information sharing tools, better data access, targeted training and professional development.

5. Increase employee satisfaction

With increased transparency and improved internal communications. Build employee engagement framework by developing focus and work groups, and wellness programs.

6. Improve internal systems

Through automation and modernization of information systems including cybersecurity, centralized data and development of meaningful metrics. Assess and improve KCR facilities to ensure safe and accessible workspaces.



WHAT HELPED US *determine our strategic goals?*

- Kitsap Community Needs Assessment with over 4,200 responses, 10 focus groups, and engagement of 40 community partners
- Employee survey and focus groups
- KCR Board member survey, focus groups, and Leadership Planning Retreat

OUR JOURNEY FORWARD *serve every person that walks through our doors*

In Spring 2024, the Strategic Planning Implementation Team engaged staff across the agency to gather input on how KCR can best support employees in achieving the strategic goals set by leadership and the Board. Feedback was collected from 20 employee groups, representing 95% of KCR's workforce. While the focus was on aligning support with strategic goals, responses addressed a broad range of topics including process improvements, communication, and leadership—offering valuable insights to guide future implementation efforts.



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.

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