

WHAT SHAPES US?

2021 - 2022

FRIENDS CENTER FOR CHILDREN
REPORT TO THE COMMUNITY



Report to the Community 2021 - 2022
Produced by Friends Center for Children
Design: Catalyst Collaborative
Photography: Ian Christmann

FRIENDS CENTER FOR CHILDREN



educate children empower families inspire teachers
engage community embrace diversity embody equity

2 Sites

122 Children

39 Staff members

6 Interns

4 Consultants

12 Board Members

16 Quaker Advisory Council Members

88% of our children receive Financial Aid

89% of our families receive emotional well-being support, with
37% of our families using support for difficult life events
52% of our families using ongoing emotional wellbeing support



"My son loves Friends Center! From the moment I drop him off in the morning and he runs to the window to see his friends, to the moment I pick him up and he is so excited to show me the toys he played with all day. His teachers are wonderful, thoughtful and caring and knowing he is safe and happy means the world to us. He couldn't be in better hands."



Families in images do not correlate with quotes and stories

REPORT FROM THE CLERK OF THE BOARD

Dear Friends,

Our experiences during the continuing pandemic have only underscored the critical importance of high-quality early education for all children, whatever the challenges. And these have been many — there remains too little governmental support for early childhood programs; teachers are underpaid, undervalued, despite their essential responsibilities; families — among these our essential workers — are strapped for time and money, relying on too often limited childcare to enable them to work. At Friends Center, we have devoted our energies in two major directions. We attempt to inform and inspire the larger community to advocate for early childhood education — from our rally on the New Haven Green in March to our continuing “Let’s Talk” series with influential community leaders. And we are committed to addressing inequities, especially those weighing heavily on women and families of color, by investing in “What Shapes Us” as described in this report. Over the next year we will pursue our school expansion program across New Haven. We have undertaken a teacher training program to address staff shortages (teachers are paid to participate and may earn a child development associate credential). And we are developing a program to address food insecurity, providing healthy meals to our children and staff. These support efforts are extensions of our commitment to providing high-quality early care and education for children in our care.

We have great appreciation for and wish to thank our teachers and our staff who work tirelessly and patiently with compassion, knowledge and awareness of how they affect each child’s immediate personal and future academic success.

And we are extremely grateful for our Executive Director, Allyx Schiavone, who has devoted herself personally as well as professionally to Friends Center, advocating with determination for equity in education for all children, expanding ideal learning environments, inspiring our teachers, stepping in wherever and whenever needed to support Friends Center. For her many efforts, in June, Allyx received the Bank Street Alumni Association Recognition Award in honor of her work. We wish to express our admiration of and deep appreciation for Allyx herself as well as for her work.

Since 2007, our founders and the many Board members over the years have worked together with determination and mutual support to further the mission at Friends Center to challenge racial and economic inequities and encourage early childhood education initiatives. We are so very grateful for all the time and hard work the Board members so willingly contribute.

Finally, we so greatly appreciate our parents and our partners — friends, volunteers, donors — in supporting these efforts, sharing in our belief and commitment to providing early childhood education for all children.

With deepest gratitude,

Kaaren Janssen
Kaaren Janssen
Clerk of the Board



We’re excited to congratulate our Executive Director Allyx Schiavone. In June 2022, Allyx received the Bank Street Alumni Association Recognition Award in honor of her work to advance equity in education and her commitment to ensuring all children have access to high-quality early care and education through ideal learning environments.

The BSCAA Recognition Award is presented annually to one or more Bank Street graduates honoring outstanding career accomplishments in the field of education which exemplify the spirit and philosophy of Bank Street College of Education.



“Our work, our collective work, as educators, as leaders, as humans is to fight to create space for children to be able to flow effortlessly through the developmental stages of their learning. For educators to honor the individuality of those we serve instead of forcing them to conform to our myopic expectations of behavior. For education to lead from a lens of equity and inclusion. For schools to be places of light and joy and creativity. Our work is to demand that children have safe schools.”
-Allyx Schiavone, Friends Center Executive Director

REFLECTIONS FROM OUR EXECUTIVE DIRECTOR

Dear Friends,


Our early influences create long standing rivets in our consciousness. Our initial experiences, whether good or bad, stay with us forever. For some there is clarity — clear and undeniable link between a lived experience and a modern day coping mechanism. For others it is not as easily identified. A small upset turns into a colossal tidal wave of emotions and discomfort. Rational thought is abandoned and our ‘lizard’ brains — our fight or flight mechanisms — kick in.

For me I am always amazed at the moments that cause intense discomfort. They are moments so unexpected that I question their very existence — a person whom I do not know phrases something in a manner that lands on a distant painful memory, a feeling arises deep inside that I can not name. Is it fear, shame, disgust, unease that I feel? I can’t quite recall the why. I see things as though I am looking through a windshield in a torrential downpour — images blurred. I may see a part of the story but the whole escapes me. In the not so distant past, before I had the skills to regulate my physiological and emotional responses, the emotion controlled my story. Today, the story is mine. Mine to share, to understand, to sit with, to feel. This is the learning, for me, of what shaped me.

At Friends Center, we know that the experiences in our earliest years create life-long pathways. Everything that happens to us leads us to the next thing. We see that family, education, curriculum, teachers, community, systems impact us in every way. We seek to create spaces that not only honor children, families and educators but also foster their best selves through trusting, honest, partnerships and relationships.

As we reflect on the last year of our work, I am proud, as always, to stand with the amazing educators who create space for children and their families to feel valued, seen and heard during the early years of life. I also remain grateful for the countless hours that Board, Committee, Vision Council and Quaker Advisory Council members put into our program. We exist because of their hard work and dedication. And finally, deep appreciation for the families who trust us with their children. We know that it is a conscious decision to have your child with us and we are grateful to be a part of your family’s story of “what shapes you.”

Love,



Allyx Schiavone
Executive Director



SCHOOL AND INFRASTRUCTURE EXPANSION
Expanding our facilities and extending our mission to: educate children, empower families, inspire teachers, engage community, embrace diversity, embody equity



EMOTIONAL WELL-BEING CURRICULUM
Creating a curriculum that offers the model, method and materials to empower educators and entire programs to support the social and emotional well-being of each child, family, and educator in early childhood settings



TEACHER LEADERSHIP PROGRAM
Creating learning opportunities for early childhood educators to be appropriately compensated and valued while honing their professional skills



TEACHER HOUSING INITIATIVE
An innovative solution to address key fiscal obstacles to high-quality early care and education: systemic inequalities and budget deficits



LITERACY ACCESS
Supporting language development in young children and teacher training opportunities for educators by creating a mobile library and teacher training lab



FOOD EQUITY
Addressing food insecurity and its detrimental effects on teaching and learning by creating equitable access to nutritious meals

WHAT SHAPES US?

When we think about the essential question, “What Shapes Us?,” some of the most powerful influences come from the systems around us. Unfortunately, when it comes to early childhood education, New Haven’s system is broken. Families pay too much, educators make too little, providers can barely survive and children are caught in the resulting dysfunction.

The current ECE system — rooted in decades of racism and sexism, and grossly under-appreciated and underfunded — fails those it is meant to serve, and overlooks the massive potential that high-quality early learning can have on re-shaping lives, families and entire communities.

The current system disregards the reality that early care and education is a powerful three-pronged workforce initiative: ECE educators are a workforce in and of themselves; high-quality programs offer foundational skills for future employees; and families work because of

affordable childcare. In New Haven right now a family with one infant needs to make \$315,000 in annual income for high-quality childcare to be considered affordable, yet New Haven’s median income is \$41,000.

The current system ignores the direct positive link between life outcomes and high-quality early care and education. Ninety percent of a child’s brain develops by age five. Newborns have all of the brain cells they’ll have for the rest of their life. But what makes the brain work are the connections between those cells. If those connections are not stimulated the pathways languish.

The current system neglects the tremendous opportunity for a high fiscal rate of return for the community. Nobel prize winning economics professor Dr. James Heckman’s research proves that for every \$1 New Haven invests in high-quality early care and education there is a 13% annual return.

The current system perpetuates a sexist and racially-stratified hierarchy. The ECE workforce, which is 98% female, gets paid an average of \$26,000 per year for full-time work. Pay is even lower for women of color, who disproportionately fill assistant and support teacher roles, rather than serve as head teachers. In either case, women in New Haven who care for our youngest children are being paid to live in poverty.

CONTINUED



WHAT SHAPES US? CONT.

These collective prejudices against children and women, especially women of color, are so deeply ingrained that, unless we proactively work to reshape the system, it will continue to do what it is designed to do: produce broken, racist and sexist outcomes.

At Friends Center we envision a reshaped system — formed in equity and focused on positive, affirming and inclusive early care and education. To achieve this, we must work collectively to shift old and ineffective patterns, and invite decision makers to re-imagine and redesign a system that recognizes and supports the individual child benefits, the societal benefits and the fiscal advantages of high-quality ECE.

In March 2022, Friends Center partnered with other childcare providers to lead New Haven's response to "Morning without Childcare" — a movement calling on legislators to create new infrastructure in early education through increased funding. The event united an oft-stratified sector as all types of child care and early educators, parents, business leaders and others rallied together. As a result of the effort, the CT legislature saw a flurry of proposals to fund child care, and the Governor increased funding by more than 50% over the previous year.



CONTINUED



WHAT SHAPES US? CONT.

In May of 2022, Friends Center furthered its commitment to advocating for systems change with its 10th annual New Haven Family Stroll and Festival. Organized in partnership with Calvin Hill Day Care Center, New Haven YMCA Youth Center, Montessori School on Edgewood, and Elm City Montessori School, this year's Stroll drew more than 1,220 children, parents, educators and advocates to the Quinnipiac River Park for a day of family fun that both demonstrated and declared just how important high-quality early care is to families and communities. Hundreds of families of all shapes and sizes came together for a festival that represented the heartbeat of high-quality ECE: family and friendships; connections, creativity and compassion; reading, play, music, movement, books, bubbles, dancing and discovery. At the same time, resource tables and speakers — including State Senator Martin Looney, State Representative Robyn Porter, and New Haven Mayor Justin Elicker — shared the message that New Haven's early care and education system matters and is worthy of our rallying support.

Congruent to these important awareness-raising events, one of the key ways that Friends Center champions system change is by working to be the change agent. For us that means finding creative solutions to address the systemic obstacles of racism, sexism and inadequate funding; and proactively working to establish and uphold equity throughout our curriculum, program and policies.

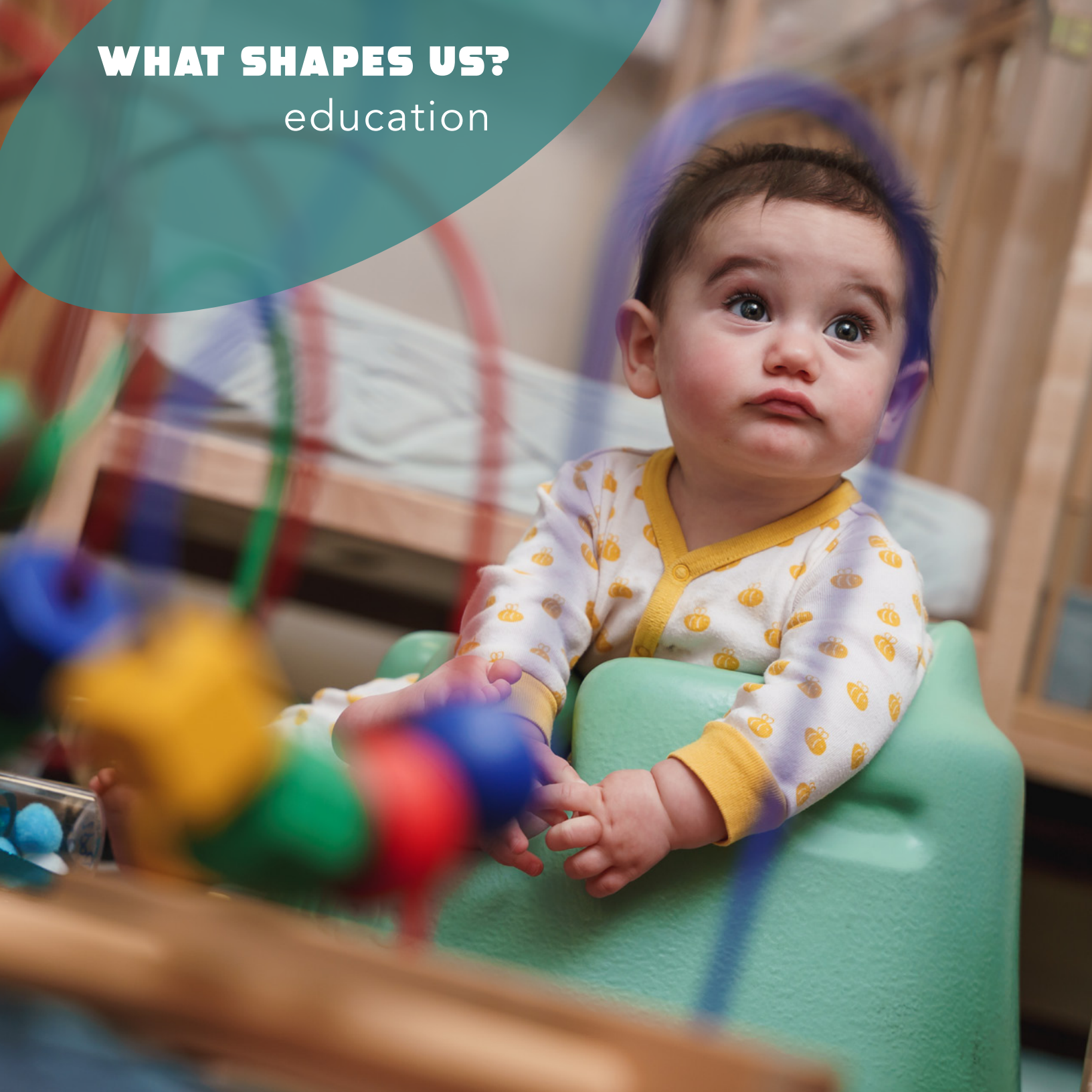


In this report, we highlight many of the things that shape our lives and explore how we integrate them into our Friends Center Mission to: educate children, empower families, inspire teachers, engage community, embrace diversity, embody equity. We also share some of our recent initiatives and upcoming plans to give children, families and educators opportunities to access the high-quality early care and education they seek and deserve.



WHAT SHAPES US?

education



Newborns have all the brain cells they'll have for the rest of their life, and ninety percent of a child's brain develops by age five. The power of high-quality early childhood education to shape life outcomes is well known and acknowledged, yet access to it remains limited, and too often dependent on zip code, bank account and race.

In New Haven, as of March 2022, 39% of families with children ages 0 - 5 do not have access to care. The number of infants and toddlers in need of high-quality early care is more than triple the number of available spaces, making New Haven a veritable child care desert. To make matters worse, the available spaces are dramatically unaffordable for many New Haven families and vary drastically in terms of quality and hours. This early disparity in access quickly broadens into a cavernous opportunity gap.

At Friends Center, we've seen firsthand the tremendous impact high-quality ECE can have on children, families, teachers and communities. As such, we're working strategically to expand our program in neighborhoods throughout the city. Our upcoming plans include opening a center on Dixwell Avenue; relocating the Blake Street center from its rented space to a FCfC-owned facility on Whalley Avenue; and constructing a new school facility at Flint Street.

These new locations will increase our infant/toddler capacity to 216 spots and expand our preschool capacity to 80 spots, to serve a total of 296 children and their families.

We're also planning to consolidate overhead and increase efficiencies by creating a centralized space at the Flint Street location for a book and materials library, a teacher training space, a performance space, a gross motor space, a traveling resource center and library and executive offices.

EDUCATE CHILDREN

WHAT SHAPES US?

families



EMPOWER FAMILIES

It's a familiar sight. An infant gazing intently at a mother — staring at her mouth, then shifting focus to her eyes and eyebrows as she makes playful faces and speaks softly. Infants spend a lot of time attending to faces. Observing the shape of features and expressions, coupled with sounds, begins to create critical connections in a baby's brain, ones that become the foundation for attention, perception, communication and social development.

When it comes to learning from faces, it's no surprise that the people babies interact with most have the biggest impact on their brain development. Studying faces is just the beginning of the immense learning that occurs during the earliest years through relationships. Positive interactions — especially with family and caregivers — create pathways to learning and positive growth cycles. Conversely, if a child experiences adversity and trauma during these early years, it can negatively impact their emotional, social and cognitive development. The challenges and situations of the adult world — including changes in employment, divorce, family tragedies, racial traumas, political unrest, eviction, incarceration, poverty and food insecurity — can cause immense stress in the family unit and thus on the child.

In 2012, knowing that early interventions help mitigate the impact of these experiences and change the direction of a child's life, Friends Center pioneered a comprehensive Emotional Well-Being Program to support and strengthen families and children in whatever challenges they face. The program has grown to include full-time Emotional Well-Being Coordinators at each location, parent outreach, curriculum integration and teacher training.

Recently, three external communities — with programs spanning 19 states — approached Friends Center for guidance in launching their own emotional well-being programs. It became clear from these interactions that a dedicated emotional well-being curriculum guide would enable us to share our methodology to support the emotional well-being of thousands of children, families and educators across the nation.



WHAT SHAPES US? teachers

INSPIRE TEACHERS

We all know that teachers play an integral part in our educational outcomes. Compassionate, dynamic and knowledgeable educators can make all the difference in a student's academic and future success. But children are not the only ones shaped by their "school" experiences. Teachers themselves — especially ones early in their career — are deeply impacted by the programs and institutions they serve. Unfortunately, their professional development is also impacted by a system where advancement is stratified by race and socioeconomic status. Teachers who can afford the cost of a four-year degree program are promoted to Head Teaching positions, while all others become rooted in support roles, a situation which former New Haven Mayor Toni Harp described as a modern day form of indentured servanthood.

Teachers, especially those in support roles, are paid poverty-level wages and expected to shoulder the cost — in both time and money — of their training and professional development.

As a result of these historical and systemic inequities, the current national labor shortage is having an especially devastating impact on the early care and education workforce. To combat this workforce crisis, Friends Center designed a PAID internal career advancement program to allow entry level educators the opportunity to move forward in their career pathway.

Launched in 2022, the Teacher Leadership Program (TLP) helps existing and new Friends Center educators strengthen their teaching practices, nurture their individual leadership abilities, and reach their goals of becoming a head teacher. The training — held in cohort format to encourage collaboration — focuses on Race, Power and Privilege; Quakerism; and Ideal Learning pedagogy.

In January 2022, Friends Center launched a pilot cohort with nine educators, who met biweekly for a total of 140 hours — exploring child development, classroom management and leadership. They completed the training with new motivation and knowledge for their early childhood careers. Cohort participants in 2023, after completing training and passing a final exam, will receive a Child Development Associate Certification which is the entry level credential for early childhood education.

WHAT SHAPES US? community



We've often heard the saying, "it takes a village to raise a child." At Friends Center, we embody this truth on many levels. We work to create partnerships that support the individual development of each child, while also focusing on building a network of support for the educators who play such a critical role in the care and nurture of children.

One example is our Teacher Housing Initiative which offers eligible teachers free housing as a salaried benefit. As of spring 2022, we've provided free housing to 10% of our teachers, with a goal to scale both this percentage, and our staff, to offer housing to 30% (26 teachers) of our expanded teacher workforce by 2027.

Key to reaching this goal are our donors and partners. The Teacher Housing Initiative was launched by the generosity of two long-time Friends Center supporters. This past year, a collaboration with the Yale School of Management Social Impact Club created a pro forma that codified the program's projected fiscal impact. The analyses reported that the Initiative helps Friends Center attract and retain teachers, and avoid industry-wide teacher turnover which is estimated to cost \$12,000 per teacher. Specifically, it projected that by 2030, 26 teacher housing units could save Friends Center \$450,000 per year in teacher salary costs, savings which will help Friends Center continue to offer sliding scale tuitions that make high-quality care accessible to each family; and reinvest the savings into quality measures such as increased base salaries and classroom materials.

In addition to empowering feasibility and construction, collaboration is helping us achieve the program's overarching goal to address unjust compensation and create pathways to home ownership. Friends Center matches each participant in the Initiative with a fiscal literacy coach from Growing the Good Seed Financial Services who helps them identify strategies to pay off debt and eventually save for a down payment on a home. "The housing project has provided me with the opportunity to put myself on the path to a permanent home," said one Friends Center teacher. "I have been working on repairing my credit score and paying off debt. My son has a yard to play in, and I can be a better mom to him because I am not constantly worried about which bill I will skip this month or if I will have enough money for food. Both of our lives have been improved by this program and I honestly don't know where we would be right now without it."

ENGAGE COMMUNITY

WHAT SHAPES US?

diversity



EMBRACE DIVERSITY

Many of us still have a copy of our favorite childhood book, perhaps dog-eared and worn, with wrinkled pages, and a broken spine — from classics such as “Goodnight Moon” and “Snowy Day” to newer favorites like “Grandma’s Purse” and “Black Gold.” Like a literary version of the Velveteen Rabbit, the stories in our beloved childhood books become real to us in ways of imagination and inspiration, and their messages help shape our perspectives of ourselves and others.

Early childhood professionals have long recognized the role of books in developing young children’s sense of self and broader world views, especially in regards to race, ethnicity and gender. Early exposure to books also creates a foundation for language and literacy, which then enables the kind of early learning experiences that research shows are linked with academic achievement, higher graduation rates and enhanced productivity in adult life.

At Friends Center, books are an essential part of our curriculum, and our book choices are made with special attention to our mission commitment to embrace diversity. Recently we partnered with a generous anonymous donor to create and distribute Book Bundles to ALL 355 early childhood classrooms throughout New Haven, including family and center-based providers. The bundles included age-appropriate, culturally-relevant, and diverse books, including “A Friend Like You,” a story about meeting new people and fostering friendships by being curious, open-minded and supportive. This beautifully illustrated book concludes with a special encouragement: “Go into the world and make friends. The world needs a friend like you!”

Embracing the importance of books — and their power to influence our outlook and enhance our learning — Friends Center intentionally designs its classrooms to include dedicated reading areas, made to feel comfortable and welcoming, and equipped with a curated collection of books with diverse representation. Additionally, thanks to the generosity of NewAlliance Foundation, our first center on East Grand features a special reading nook in the main lobby, inviting families to pause and share moments for stories.

Looking ahead, we’re working to bring the power of books to even more children and families through a traveling library. Focused exclusively on the developmental ages of three months to five years, the Friends Center traveling book trolley will bring our diverse collection of books — along with curriculum, the coaching support of a full-time educator, and free books from Read to Grow — to family child care providers and center-based programs in neighborhoods throughout the city that do not have easy access to libraries, curriculum, coaching or free books.





WHAT SHAPES US?

equity

Defined as a lack of consistent access to affordable, nutritious food, food insecurity affects 14% of Connecticut residents. In New Haven the rate is 22%, twice the national average. Research from the Center for the Study of Social Policy noted that children of color were more likely to experience food insecurity than their white counterparts, and as a result are disproportionately impacted in their physical, mental and social-emotional development by the harmful effects of poor nutrition.

Children in early education and preschool programs who are worried about when they will be able to eat next struggle to stay awake and focus. It is clear: children cannot learn if they are hungry.

Knowing that food insecurity does not impact all children equally and recognizing that it directly contributes to opportunity gaps and racial disparities in outcomes, Friends Center led the way — well before the pandemic — in recognizing the need to provide food security. In 2016, we began an alliance with Food Rescue US, facilitated by its community partner Haven's Harvest, which donates surplus and near-expiring groceries to organizations and families in need. Friends Center began providing families with weekly access to fruits, vegetables, breads and other nutritious options. By 2020, with 10% of our own community suffering from food insecurity, Friends Center grew this program to ensure food emergency packs were available or delivered to 20 Friends Center families and staff each week.

Taking our commitment to food inequities further, Friends Center's planned expansions include creating the Food Equity Delivered (FED) Program to supply daily food for all children and staff, creating equity in nourishment and enjoyment around the snack and lunch table, and even extending to home tables for families and employees with additional food insecurity.

EMBODY EQUITY

“Throughout this year I have seen my son grow his social skills and learn how to interact with other peers his age. It has been challenging but the staff at Friends Center is always there to support us. I have also seen my son learn how to advocate for himself at 3 years old. He uses the words “gentle” and “stop” to express himself. Placing my son at Friends Center was one of the best decisions I have made for my family.”



Families in images do not correlate with quotes and stories



State Rep. Robyn Porter cheers on Friends Center families as they cut the ribbon to start the 10th New Haven Family Stroll and Festival.

Friends Council on Education

Friends Center for Children is a nationally recognized member school of the Friends Council on Education, which is the voice for Friends Schools in the national dialogue on education. We are recognized as a member school both in recognition of our Founders’ clear aims to create a high-quality center for early childhood care and education with diverse families working together cooperatively and in recognition of our solid foundation in the Quaker principles of community, equality, peace, simplicity, truth and stewardship. Active engagement with and from the Friends Council on Education is integral to the workings of Friends Center.

National Association for the Education of Young Children

As the world’s largest organization of early childhood professionals, NAEYC’s accreditation standards “meticulously measure” quality in the classroom and beyond, establishing a rigorous standard for quality early learning programs. To earn accreditation, programs must meet the criteria in 10 standards based on research on the development of young children, with input from experts and educators from around the country.

In our latest evaluation, Friends Center for Children achieved 100% + in all 10 standards, which range from physical environment and curriculum to leadership and teaching. The standard for community relationships indicates a program’s commitment to establishing relationships with community agencies and institutions in order to achieve the program’s goals and connect families with resources that support children’s development and learning.

At Friends Center, we partner with our community at every level of our program. At our centers, our partners help us provide healthy food and diverse books to our children and families. Other collaborations enable us to establish and expand our key initiatives, including the creation of more units in our Teacher Housing Initiative.

A hallmark of our commitment to community relationships is our annual New Haven Family Stroll and Festival which rallies more than a hundred community agencies and organizations, artists, musicians and performers for a fun-filled, family-focused day to raise awareness and resources for expanded access to high-quality early childhood education in New Haven. This year more than 1,200 participants joined us for the festivities, which raised \$18,000 to support Friends Center and its partners in delivering high-quality early childhood care to families with young children.

OUR ACCREDITATION



OUR VALUES

We believe in the values set forth by and founded upon Quaker principles: equality, peace, community, simplicity, truth and stewardship. We believe these values to be an integral part of our daily lives. They are universal and steadfast, fortifying the human spirit and improving the human condition.

As a values-based program, Friends Center for Children strives to maintain best practices in early childhood education by nurturing the whole child and bringing together curriculum, teachers, parents and the larger community within a supportive, inspirational environment.

We welcome and encourage the uniqueness of each individual who passes through our doors; they give depth to our program and broaden our reach. We seek to have a positive impact on the crucial issues of early childhood education that will be lasting and far-reaching. Through demonstrating our commitment to every child's potential, we are dedicated to affirming the Quaker principles upon which we are founded.

Using a collaborative approach, we envision a time when all children are well-equipped to succeed in a culture that fosters acceptance of our common humanity.



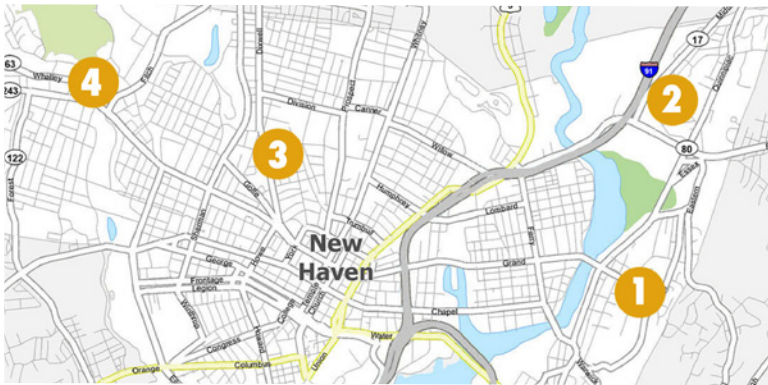
EXPANDING OUR PERIMETERS

As we look forward, we are focused on responding to New Haven's acute need for high-quality early care. Currently, for every 10 New Haven families looking for infant and toddler care, there are only two spaces available. These spaces are dramatically unaffordable for families and vary drastically in terms of quality and hours.

Responding to this childcare desert, Friends Center is working to develop models of learning communities that demonstrate new forms and possibilities in early childhood education. We are creating a centralized office and expanding access in New Haven's northeast corner by redeveloping the former Cine 4 cinema in the Quinnipiac Meadows district. On Dixwell Avenue we will explore the power of partnership by creating a center in the new ConnCorp development. We are also modeling the possibilities of strategic rooftop use at the newly acquired Whalley Avenue site by envisioning an elevated outdoor play space, creating an oasis for outdoor play surrounded by concrete and asphalt.

As we continue to support our teachers and expand our Teacher Housing Initiative, Friends Center has partnered with the Yale School of Architecture (SOA) Jim Vlock First Year Building Project program to design and build a home for two Friends Center educators. Since 1967, the Yale School of Architecture has offered this program to its first-year M. Arch I professional degree students, giving them the unique chance to design and build a structure as part of their graduate education.

The design and planning phase begins in October 2022, and will include visioning and design plan meetings with the teachers who will occupy the home. In the spring, the teachers will choose from eight different designs and, in early summer, the house will be built. Teachers will move into their new home in the fall of 2023.



Friends Center Locations
1: East Grand Avenue, Fair Haven Heights Neighborhood
2: Flint Street, Quinnipiac (Foxon) Neighborhood
3: Dixwell Avenue, Newhallville Neighborhood
4: Whalley Avenue, Westville Neighborhood

In addition to these exciting plans for our internal growth and expansion to serve more families, our Quaker identity inspires us to remain ever committed to engaging and supporting the broader community. To this end, we have identified literacy access as a significant need and opportunity. To help share the power of books, we're designing a traveling (mobile) library with a hyper-focus on children ages three months to five years. The traveling trolley will move throughout the city on a weekly schedule to offer books and curriculum to family child care providers and center-based programs where library access is not easy. In addition to offering weekly books and curriculum, the trolley will have a full-time educator who will be available to promote learning experiences for children and serve as a resource for childcare providers and parents. A long standing partnership with Read to Grow will also allow the traveling trolley to offer free books to the community.



OUR BOARD 2021 - 2022

Latrice Allen-Frasier**

Owner, Growing The Good Seed
Certified Tax Preparer, VITA Tax Preparation

Jane Coppock (m)

Retired; Assistant Dean
Yale School of the Environment
Member
New Haven Friends Meeting

Connie Dickinson

Retired; Principal
DickinsonGroup (Chicago)

Suzannah Holsenbeck* (m)

Director
Read to Grow

Kaaren Janssen

Editor
Cold Spring Harbor Laboratory Press

Joseph Johnson

Principal
King/Robinson Interdistrict Magnet School

Greg Melville (m)

Retired; Journalist, freelance editor & writer
Member, New Haven Friends Meeting

Joanna Meyer** (m)

Research Associate, Yale School of Medicine
Co-director, Partnership for Early Education Research

Landon Osborn*

Program Manager
Connecting Through Literacy: Incarcerated Parents, Their Children, and Caregivers (CLICC)
PhD Candidate, Sacred Heart University

Rose Pudlin

Director of Community Programs
Fair Haven Health Center

Allyx Schiavone

Executive Director
Friends Center for Children
Co-chair
Childcare for Connecticut's Future Coalition

Bill Walkauskas (m)

Member
New Haven Friends Meeting

OrLando Yarborough, III**

Leadership Coach
Yarborough Coaching
Pastor
Black Church at Yale

Emeritus

Michael Anderson (m)
Wendy Kravitz (m)
Linda Miller (m)
Greg Moschetti (m)

VISION COUNCIL

Roger Berman

Retired; President
RH Berman Consulting

Sarah Boone

Owner/Manager
Guilford Racquet & Swim Club

Connie Dickinson

Retired; Principal
DickinsonGroup (Chicago)

Francine Farkas Sears

President
Women in Business; Francine Collections

Richard Kahan

Founder
The Urban Assembly

Sharon Milikowsky

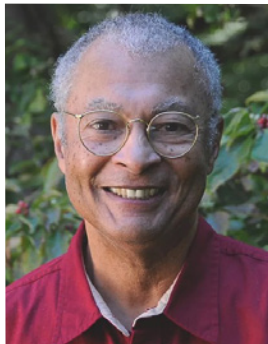
Retired; Reference Librarian
Norwalk Public Library

* Friends Center parent

** Friends Center alumni parent
(m) Member of Quaker Meeting

QUAKER ADVISORY COUNCIL

The Quaker Advisory Council is a group of Quaker leaders who recognize the positive impact that a quality, early childhood experience can have on a child's future and are committed to addressing the need for high-quality Quaker early childhood education. Members of the Quaker Advisory Council act as advisors to Friends Center about aspects unique to Friends Schools. As ambassadors and advocates they provide connections to individuals and institutions, opportunities for collaboration, and access to funding. The Quaker Advisory Council serves the critical function of expanding Friends Center's impact and presence in the Quaker community.



In memoriam

This past year the QAC grieved the loss of a valued member of the council when Jerry Leaphart passed away. Jerry's long struggle to recover from significant health issues was distinguished by his tenacious will to live. As a member of the QAC since its inception in 2018, and a member of the Board for several years, Jerry's gentle, calm presence made everyone feel at ease. Thoughtful attention to complex issues, kindness plus an ability to be fully present and listen deeply was his hallmark. A long-term Friend (Quaker), Jerry lived life true to Friends' belief and values and, in turn, helped embed those qualities at Friends Center for Children.

Michael Anderson

Founder and Emeritus Board Member, Friends Center for Children
Member, New Haven Friends Meeting

Connie Baxter

Member, West Brattleboro (VT) Quaker Worship Group

James Clay

Board Member, Friends Council on Education

Jane Coppock

Member, New Haven Friends Meeting

Joe Evans

Member, Newtown Friends Meeting
Board member, Germantown Friends School
Previous Board Member, Friends Council on Education
Trustee, Anna T. Jeanes Foundation

Bill Graustein

Founder, Community Leadership Program
Member, New Haven Friends Meeting

Wendy Kravitz

Founder and Emeritus Board Member, Friends Center for Children
Member, New Haven Friends Meeting

Greg Melville

Member, New Haven Friends Meeting

Linda Miller

Founder and Emeritus Board Member, Friends Center for Children
Member, New Haven Friends Meeting

Barbara Price Monahan

Interim Director of Advancement, Pendle Hill Retreat and Conference Center
Member, Haverford College Corporation
Member, New Haven Friends Meeting

Mary Lee Morrison

Member, Hartford Friends Meeting

Greg Moschetti

Founder and Emeritus Board Member, Friends Center for Children
Member, New Haven Friends Meeting

Bonnie Muller

Member, New Haven Friends Meeting

Ronald Netter

Member, New Haven Friends Meeting

Allyx Schiavone

Director, Friends Center for Children

Drew Smith

Director, Friends Council on Education

Michael F. Wajda

Member, Goshen Friends Meeting
Former Development Director, Friends General Conference

NON-BOARD COMMITTEE MEMBERS

Ivory Blount

RN, Clinical Program Manager
Yale New Haven Hospital

Sarah Boone

Owner/Manager
Guilford Racquet & Swim Club

Robert J. Harrity, Jr

Professor of Finance
Fairfield University

Robert Jaeger

Retired; Chief Investment Officer
Evaluation Associates Capital Markets
Retired; Associate Professor
Yale Philosophy Department

Wendy Kravitz (m)

Member
New Haven Friends Meeting

Caroline Park*

Partner
Wiggin and Dana LLP

OUR DONORS

Rachael & Antonio Aceto ●
Latrice Allen-Frasier ●
Celia Lewis & Michael Anderson ●
Barbara & Chip Angle ●
Caroline Park & Max Bakke ●
Betsy Gribble & Doug Baldwin ●
Margaret & John Balint ●
Ken Beeman ●
Shavaun & Edward Bennett ●
Bridget & Roger Berman ●
Ivory & Tevis Blount ●
Phoebe & Jim Boyer ●
Kate Stith Cabranes & Jose Cabranes ●
Elizabeth J. Cabraser ●
Anne & Guido Calabresi ●
Jonatha & Jim Castle ●
Belinda Chan ●
Maureen Corcoran & Zeno Chicarilli ●
Jan Childs ●
Carolyn & Ian Christmann ●
Frances T. Clark ●
Judy & Stocky Clark ●
Arthur Blecher & Jim Clay ●
Georgina Cook ●
Jane Coppock ●
Dody & Jay Cox ●
Lizanne Cox ●
Betsy & Dan Crofts ●
Patricia Cross ●
Heather & Charlie Cullen ●
Tony J. D'Occhio ●
Kathy Kuryla & Francis Dance ●
Carol DiCaprio ●
Connie & Peter Dickinson ●
Eugenia Nelson Dilg ●
Rachel Doft ●
Laura Evans Durant & Stephen Durant ●
Andrew Elliott ●
Emily Erb ●
Jan Walzer & Davis Etzel ●
Carolyn & Joe Evans ●
Jane & Wally Evans ●
Jennifer Lighthall & Peter Evans ●
Katharine Evans ●
Dawn & Dan Farriacielli ●
Ann & Daniel Fisher ●

Dea Forney ●
Landa & Jefferson Freeman ●
Deb Bloom & Nathan Frohling ●
Mary Jane & Chris Galvin ●
Shelley & Gordon Geballe ●
Sarah & Sam Gerritz ●
Toddie & Chris Getman ●
Marjorie & Frank Gillis ●
Laura Goldblum ●
Mary & Jonathan Gorham ●
Andrew Gray ●
Liz & Tom Halsey ●
Janet Madigan & Bob Harrity, Jr. ●
Carol Herrick ●
Susan Holahan ●
Cathryn Holinger ●
Walker Holmes ●
Mary & Art Hunt ●
Alison & Christopher Illick ●
Patricia & Donald Jacobs ●
Robert Jaeger ●
Kim Bohem & Douglas James ●
Kaaren Janssen ●
Ginger & Scott Junkin ●
Katherine & Richard Kahan ●
Elizabeth Keenan ●
Anne & Rob Klee ●
Holly Hanau Koncz & David Koncz ●
Karen & Harold Kramer ●
Jennifer & Toby Kravitz ●
Wendy Kravitz ●
John Lapides ●
Mary Alice Lee ●
Alta Hodges & John Lisker ●
Deborah Lisker ●
Maureen & Dwight Lopes ●
Lisa & Ted Lovejoy ●
Jasmine Lyle ●
Carol & Bob Lyons ●
Deena & Bill Mack ●
Martha & Terry Maguire ●
Joan & Stuart Margolis ●
Pam Matocha ●
Dorline & Gyasi McClarence ●
Cameron Melville ●
Lanning Melville ●

Rachel & Alan Melville ●
Susan Fox & Greg Melville ●
Joanna & Spencer Meyer ●
Sharon & Daniel Milikowsky ●
Maggie Moffett ●
Barbara Monahan ●
Linda & Angelo Montone ●
Lynne & John Morgan ●
Connie Baxter & Greg Moschetti ●
Bonnie Muller ●
Caroline & Scott Muller ●
Carolyn Milazzo & Stephen Murphy ●
Charlotte & Charlie Murphy ●
Susan Bryson & Larry Nadel ●
David Newton ●
Eileen O'Donnell ●
Rachel O'Reilly ●
Kara & Jesse Otis ●
Susan & Christopher Palma ●
Ann Baker Pepe & Greg Pepe ●
Trudy & Michael Piscitelli ●
Jessica Powell & Jeff Pleshek ●
Reuma & Itay Polack-Gadassi ●
Maggie Prendergast ●
Frances & Bill Purkert ●
Thayer Quoos ●
Nancy & Kenneth Remsen ●
Katherine & Robert Reuter ●
Kendall Barbary & Kevin Rothrock ●
Pradip & Ribha Roy ●
Sandra Ruoff ●
Anne Finlay Schenck ●
Abbie Tew & Michael Schiavone, Jr. ●
Allyx Schiavone ●
Judy Schiff ●
Francine Sears ●
Winnie & Ed Seibert ●
Faye & Jonathan Silberman ●
David Simon ●
Ann Singer ●
Amos Smith ●
Brenda Carter & Adam Solomon ●
June & Alan Sturtz ●
Brenda & Henry Villegas ●
Janna Wagner ●
Alison Levie & Michael Wajda ●

Wendy & Rex Walden ●
Barbara Wareck ●
Mary-Jo Warren ●
Linda & Jeffrey Weber ●
Kathryn Frund & Steve Whinfield ●
Kathleen White ●
Betty & James Whitney ●
Virginia & John Wilkinson ●
Kristen & Scot Wrocklage ●
Rashele & OrLando Yarborough III ●
Jennifer & Mark Youngblood ●
Joan & Carl Youngman ●
Anonymous (8) ●
Ashley's Ice Cream ●
Baltimore Yearly Meeting ●
Blue State Coffee ●
Campus Customs ●
Claire's Corner Copia ●
CMHC Foundation ●
Community Foundation for Greater New Haven ●
Community Integration Mentoring Program ●
Connecticut Basketball Academy ●
Connecticut Communications LLC ●
Creating Kids Museum ●
Jane & William Curran Foundation Inc. ●
Department of Arts & Culture, City of New Haven ●
The Devil's Gear Bikeshop ●
DKG Zeta Chapter ●
The Echlin Foundation ●
The Eder Family Foundation ●
Elite Property Services ●
Elm City Montessori School ●
Hope Chest ●
The Jaffe Foundation ●
Kidding Around Yoga ●
Koffee ●
LL Bean ●
mActivity Fitness Center ●
MDF Painting ●
MGS Plumbing ●

UNRESTRICTED

- Annual Fund
- Great Give
- In Kind

RESTRICTED

- Capital
- Financial Aid
- Development
- Mark Kravitz Fund
- Teacher Leadership Program

National Roofing Company, Inc. ●
Neighborhood Music School ●
NewAlliance Foundation ●
New Haven Friends Meeting ●
New Haven YMCA ●
Nicholson Associates ●
Parrett, Porto, Parese & Colwell, PC ●
Pro Bono Partnership ●
Pro Cleaning Equipment & Supplies ●
REI, Inc. ●
RISC Foundation, Inc. ●
Seedlings Foundation ●
Shipman & Goodwin LLP ●
SNAVE Foundation ●
Super Wash Laundry ●
TM Byxbee Company ●
Tyco Printing ●
Uncas Foundation ●
Women's Business Development Council ●

Friends Center invites supporters to make a provision in their wills, trusts or retirement plans to ensure the wellbeing of Friends Center for Children in perpetuity. We encourage you to look ahead to what your generous philanthropy can/will do to provide the highest quality early childhood education for New Haven's youngest citizens.

OUR FINANCES

July 1, 2021 - June 30, 2021 audited

Thank you for helping
reshape early care and
education in New Haven.
We are grateful for your
partnership and support!

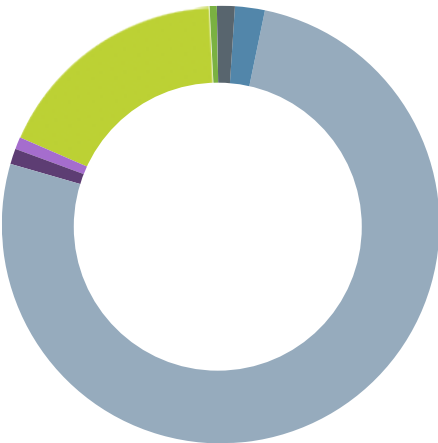
Operating Revenue

Care4kids	\$ 422,587
New Haven Day Care	\$ 267,177
School Readiness	\$ 504,945
Special COVID Funds	\$ 195,223
Total Government Grants	\$ 1,389,932
Contributions	\$ 364,012
Tuition	\$ 1,034,462
Grants	\$ 60,000
Total	\$ 2,848,406



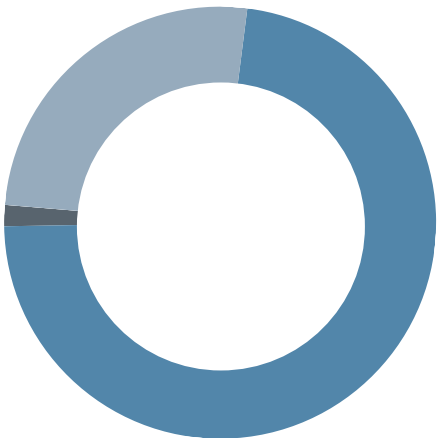
Contributions

In Kind	\$ 23,575
Family Stroll	\$ 18,472
Financial Aid	\$ 27,131
Mark R. Kravitz Fund	\$ 45,425
Unrestricted	\$ 364,012
Capacity Building	\$ 110,000
Expansion Campaign	\$ 1,570,000
Total	\$ 2,158,615



Operating Expenses

Salaries and Benefits	\$ 1,939,066
Other Operating Expenses	\$ 685,077
Teacher Housing	\$ 42,219
Total	\$ 2,666,362





FRIENDS CENTER FOR CHILDREN

227 East Grand Avenue, New Haven, CT 06513

495 Blake Street, New Haven, CT 06515

25 Flint Street, New Haven, CT 06513

881 - 883 Whalley Avenue, New Haven, CT 06515

www.FriendsCenterforChildren.org