Early Literacy Builds a Strong Foundation for Success

Reading to young children enables them to build language skills and learn about the world. As they age, it fosters the development of critical thinking skills and helps them learn how to follow instructions and communicate with teachers and peers. In fact, it’s the foundation for learning in every subject area in elementary school and beyond. It’s even proven to improve achievements in math!

Reading is also good for social and emotional development. Children reading together with their parents and caregivers, and talking about what they read, can create positive bonds and connections and help children develop empathy, a good imagination, and coping skills.

When children have access to books with characters they can relate to (age, culture, race, challenges, etc.), it can help validate their experiences and foster a sense of belonging. When they see those characters solve problems or overcome adversity, it builds confidence and helps them “dream big” for themselves.

With the support of donors and funders, we regularly promote early literacy skills, empower parents and caregivers to read with and to children, and ensure children have access to a diverse selection of developmentally-appropriate books they can “see themselves” in. These efforts include the Free Little Library outside our office (we’re always accepting donations!), book distributions at Fred’s Pantry in Peekskill, the Early Literacy/Family Home Library Program funded by the Sexauer Foundation to provide training, technical assistance, and literacy resources to child care programs, our Babies Step Forward Early Head Start/Child Care Partnership program, and our free book fairs.
Dear friends,

The pages of this report detail a year’s worth of achievements by a skilled team of staff with the support of a dedicated Board of Directors, many nonprofit, business and government partners, and our funders and donors.

**WE PURSUE A LOFTY GOAL** with an immense and important impact: making safe, stimulating and responsive child care available and affordable to every family in our county. We must think of this as a basic need: A resource much like food, housing, and transportation, that enables families to be self-sufficient and contribute to our community.

**When it comes to children, the benefits are clear.** Those with access to quality early care are more likely to meet developmental milestones, progress from grade to grade on time, avoid risky behavior in adolescence, graduate high school, go to college, have higher career earnings, and be physically healthier as they age.

In fact, when considering a wide variety of life outcomes, Nobel Prize winner and Professor of Economics James Heckman and colleagues determined that there is a 13% ROI in comprehensive, high-quality, birth-to-five early education! Meanwhile, children who are denied quality early care – typically those in lower-income-earning households – often face social, emotional and academic challenges that could have been avoided.

For parents, the availability of affordable care determines whether they are able to go to work, build a career, and continue their education. And for many, there is a deep impact on quality of life. As we have heard from them directly all too often, “the stress is unimaginable” when parents have to “skip a bill to pay a bill” in order to afford child care.

We have made demonstrable progress – more parents than ever before qualify for Child Care Assistance, County-funded child care scholarships are in their third year, and unlike many other parts of NYS which have lost child care programs, our supply of child care is stable.

Our deepest thanks to all who support us on this journey.

Sincerely,

Kathy Halas

Executive Director

Child Care Council of Westchester
When it comes to child care, everyone is a stakeholder. On a daily basis, we help:

- **PARENTS** understand why quality child care is so important, what it looks like, and how to find and pay for it
- **EARLY LEARNING AND AFTER SCHOOL PROFESSIONALS** start and run successful businesses, access grants, and provide high quality care
- **EMPLOYERS** meet the child care needs of their employees

At the same time, we work on a broad scale to create a more sustainable system by advocating at the county, state and federal levels for meaningful investment in child care. Our 2023 County advocacy work built on the progress made in recent years, while we pushed for increased investment at the State level.

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**Scholarships and Assistance Bring Relief to Families**

565 children received a Westchester Works Child Care Scholarship in 2023 — a 17% increase over 2022. These scholarship awards covered an average of 60% of the cost of care — about $700/month! This incredible initiative, unique to Westchester County, has provided critical relief for families who earn a little “too much” to qualify for other assistance, but still struggle to make ends meet!

“**My husband and I are deeply grateful to be recipients of the Westchester Works Scholarship. Our daughter is thriving. She is in kindergarten and watching her read is more thrilling than I anticipated. The after school program offers supportive services to enhance her academic and social/emotional development. Our son has a full day with his daycare pals, and at two is learning his colors and letters and building social skills. This scholarship has granted my husband and me peace of mind that we know our children are in a safe and nurturing environment each day.**”

“**I am a single mother of a 16-year-old and a 6-year-old. I have never qualified for assistance before. Your generous support has not only eased my financial worries, but has also provided me with the opportunity to focus on my academic pursuits and personal growth. Your dedication to fostering excellence and providing opportunities is commendable, and has made a lasting impact on my life. Thank you from the bottom of my heart for your unwavering support and belief in my potential.**”

“**This year I became a single mom of two girls. With no financial help, I have been doing everything on my own. It has been one of the most difficult years of my life. The Westchester Works Child Care Program has taken a significant financial burden from me, which I am truly grateful for. I don’t know how I would have gotten through these past months without the child care help.**”

“**Receiving this scholarship not only provides me with the necessary support to be able to take care of my children and pursue my educational goals, but also serves as a source of encouragement and motivation to excel in my studies. Your belief in my potential and commitment to supporting parents like myself is truly inspiring, and I am committed to making the most of this opportunity. I am dedicated to working hard, achieving academic success, and ultimately making a positive difference in my community and beyond.**”

“**I want to sincerely thank everyone who made it possible to create the scholarship program for us hardworking low-income families. Now I don’t have to work a second or even third job, and can spend more time with our daughter.**”
Advocacy Never Stops

In 2023, we successfully advocated for Westchester County to continue Westchester Works in the 2024 Budget and to increase, even further, the qualifying income levels. At the State level, we asked for $1.2 billion in workforce funding; the adopted budget included $280 million for another round of workforce recruitment/retention grants.

More than 125 parents, child care providers, nonprofit leaders, and business executives gathered virtually at our Annual Child Care Advocacy (Half) Hour to laud the positive impact of the Westchester Works Scholarship and request its continuation. We were pleased to welcome Deputy County Executive Ken Jenkins, Board of Legislators Chairman Vedat Gashi, and Legislator David Imamura, who listened in and addressed the audience.

It’s important that parent voices are heard! In December, Parent Advisory Council members Kristy Benevento (left) and Katawba DeLaRosa (right) joined Child Care Council CFO Mike Goldman at a County Budget hearing where they “testified” – that is, said “thank you” – to our elected officials for their support of child care. Our thanks to Council Board members and staff who joined us at other meetings throughout “budget season!”

Acting on the nomination by New York State Senate Majority Leader Andrea Stewart-Cousins, Governor Kathy Hochul appointed Council Executive Director Kathy Halas to a three-year term on the New York State Child Care Availability Task Force. The task force, comprised of representatives from state and local offices, SUNY, CUNY, advocacy groups, nonprofits and others, evaluates child care needs throughout New York, advises the state on improvements to our child care system, and seeks to address the child care workforce crisis.

State advocacy efforts include a lobbying day in Albany as part of the Empire State Child Care Campaign and a Voter Voice letter-writing campaign. Nicole Masucci, Director of the Family and Employer Resources Department, led a group of 20 to Albany in February to join in the NYS Advocacy Day. They joined hundreds of child care educators, parents, child care resource and referral (CCR&R) professionals and advocates to support the child care workforce by creating a permanent, sustainable workforce compensation fund. These dedicated professionals must earn a fair and livable wage that reflects the critical nature of their work. Right now, they earn less than 97% of all other occupations in the NYS workforce.
DO YOU HEAR THAT PHONE RINGING?
Our Family and Employer Resources Department received 4,900+ calls in 2023 and helped 2,321 families find and pay for child care!

Nearly 1600 families came to us for Child Care Assistance support services, and we helped 754 with their applications. We also helped more than 200 child care providers understand the Child Care Assistance regs!

565 children were approved for the Westchester Works Scholarship.
11 children received the Council’s own Key to the Future Scholarship. Eligibility is specifically designed to include grandparents, victims of domestic violence, undergraduate students, and families without a home. That is, people who might miss out on other financial assistance or scholarships.

Kudos to our Finance Department! This small but mighty team processed more than $2.7 million in scholarship payments and $3.8 million in CACFP payments, all while transitioning to a new bank and a new retirement plan platform, enhancing our cybersecurity, and achieving an unqualified opinion from our financial auditors.

Keeping Kids Safe & Healthy
77 child care programs received direct Health Care Consultant Services — 7 more than the previous year! We approved/updated 122 Health Care Plans, and conducted 78 site visits to help child care providers comply with regulations concerning:
- Health and Infection Control
- Health Care Plans
- Administration of Medication
- Care of infants and toddlers
- Care of mildly ill children

In 2023, we added Emergency Medication Administration Overview (EMAO) training to our calendar and trained 23 professionals in this critical endeavor.

The federal Child and Adult Care Food Program (CACFP), which we administer in Westchester, ensures children in care get nutritious meals and snacks. In 2023 we conducted 293 food monitoring visits and provided training for 260 child care providers.

DID YOU KNOW?
- We train child care professionals to meet the special health care needs of children in their care, including asthma, allergies, diabetes, and seizures.
- We inspect child care providers! In 2023, we inspected 394 registered and 58 legally exempt child care providers to ensure they met health and safety standards. We also investigated 23 complaints.
It Takes a Village to Support Families

We are grateful to work with many community partners, funders, volunteers, Board members and donors to secure and distribute food and other essentials to families directly and through child care programs, including:

- **914Cares** provides books, diapers, wipes and feminine products monthly.
- A Basic Needs Grant from **Frog Rock Foundation** enables us to buy essential items families need but can’t afford, including diapers, bedding, formula, clothing, books, book bags, developmentally-appropriate toys, and more.
- Through **United Way of Westchester and Putnam**’s donation hub, we obtain diapers, formula, home items, furniture, and more.
- **Morgan Stanley** secured thousands of Covid-19 home test kits to support our “Stop the Spread” campaign.
- The **Sexauer Foundation** provided home libraries of diverse, acclaimed books for families with young children.
- **Feeding Westchester** continues to deliver food each month, which we unload, pack into bags, and distribute to families through their child care providers.
- The **AFYA Foundation** provided thousands of diapers, Lysol wipes, thermometers and more to child care programs and families in need.
- Volunteers from **Manhattanville University** and **Touro College** helped us pack and distribute donations throughout the year.
- **Impact 100** funded a new business initiative to help home-based child care businesses utilize Lenovo tablets and Brightwheel child care management software to improve their revenue collection.
- **St. Faith’s Foundation** provided new learning materials for Quality in Action participants – home-based providers who are Spanish-speakers and in some cases, new to the world of child care.

When we reached out to our supporters to provide comfort to young children arriving in Westchester with their families who are seeking asylum, you stepped up immediately. With your help, we secured and delivered 200+ bags of books and stuffed animals, and 130 brand new toys to the children at Hope Plaza/Plaza Esperanza. Many of their families came here to escape violence and persecution, and we know your generosity brought comfort and joy to children who were undoubtedly scared and confused.

Vision Screenings Remove a Barrier to Learning

There is a significant connection between vision and learning. The majority of what children learn in early childhood is related to this sense, and what we may perceive as behavioral or learning struggles are sometimes the result of a child not being able to see well. We’re pleased to partner with the Yonkers Millennium Lions Club to promote their free vision screenings at child care programs throughout Westchester, as part of the Lions SEE (Screening Eyes Early) project. During one visit, 42 children were screened, 9 were referred for a follow-up, and 5 now have new glasses and a clear vision of the world around them!
Earlier Intervention for Better Results

Children who struggle in child care settings may need developmental intervention but too often aren’t screened, and may end up leaving programs because of the challenges involved in meeting their needs. They fall further behind, and parents are left without reliable care. We intervene as soon as possible. In 2023 we hired two new developmental specialists, Maria Fredrick and Yolanda Dodson, who work with programs throughout the county to screen children, help parents obtain additional services through Early Intervention and school districts’ Committees on Preschool Special Education, and enable child care staff to adapt their learning strategies to best support children.

We train, support and educate several thousand child care providers and programs through our virtual and in-person trainings and digital communications, in a variety of support groups, and by enforcing health and safety regulations.

In 2023:

- 75 professionals were inspired at our virtual fall Early Childhood Conference: Classroom Connections - Fostering Supportive Classroom Environments, with presenters Dr. Tovah Klein and Lyndon Cudlitz.
- We conducted more than 220 virtual and in-person trainings on a wide range of topics, including:
  - CPR & First Aid
  - Incorporating Sensory Play Throughout Your Day
  - Innovative Classroom Design for Infants, Toddlers, and Preschool
  - Child Abuse Identification & Prevention
  - Tools for Creating a Positive Learning Environment
  - Working with Families from Diverse Backgrounds
- We worked with hundreds of legally exempt child care providers (informal providers who care for up to 2 children and receive funding from the Department of Social Services) to help them meet standards, access resources and provide better care.
  - We enrolled 497 providers, making them eligible to receive Child Care Assistance.
  - We inspected 58 programs.
  - 123 legally exempt child care providers and the families they serve received clothing, furniture, educational materials, health and safety equipment, and more, through our Resource Program.
- Through the Sexauer Foundation’s Literacy and Family Library Program, we provided 20 group family providers and center classrooms with a three-part training series and teaching materials. Families of children in their care received diverse, developmentally-appropriate books and materials to support literacy at home.
- We provided intense support and training to the professionals in the New Rochelle School District Pre-K program.
Trusted to Teach the Teachers
Our staff make a difference far beyond Westchester, helping caregivers statewide care for children and themselves. Infant Toddler Regional Coordinator Jami Flynn and Infant Toddler Mental Health Consultant Susan Panarella, LMSW, spoke at the New York Association for the Education of Young Children (NYAEYC) Annual Conference. Together, Jami and Susan presented “Caregiver Wellness: You Can’t Pour from an Empty Cup.” Jami also presented “Inclusion of Infants and Toddlers with Disabilities: Coordination and Collaboration for Comprehensive Services,” teaching participants about their legal obligations, the importance of connecting with families and early intervention service providers, and how to make easy, inexpensive changes.

Focus on Peekskill
Throughout 2023, we ran a strategic outreach campaign in Peekskill to help child care programs and providers improve financial stability and better support young children who have developmental and/or behavioral challenges, among other things. We deployed a new developmental specialist and provided child care professionals with training, consulting and assistance related to curriculum, nutrition, safety, and business practices. We distributed books and information about our free services at Fred’s Pantry (pictured) each month, recruited child care providers into an early literacy program funded by the Sexauer Foundation, became active members of the Hudson Valley Gateway Chamber, and connected with employers and community resource centers, like the Peekskill City School District, the Hendrick Hudson Free Library, and Sun River Health.

Full STEAM Ahead for Spanish-Speaking Child Care Professionals
30 child care professionals who care for infants and toddlers took part in a four-hour STEAM training as part of the Quality in Action Program for Spanish-speaking home child care providers. This initiative offers intensive wraparound services — program design, no-cost materials and furniture, training – all to ensure that children’s developmental, learning and social/emotional needs are met while they’re in care. Meanwhile, families in these programs are connected to resources to help them obtain whatever they need help with: food, transportation, legal aid, mental health services, benefits, parenting education, and even furniture.

Congrats, Graduates!
Two groups of child care professionals – Infant/Toddler/Family and Preschool – completed our 120-hour/9-month course leading to the Child Development Associate (CDA) credential.
Child Care Careers: Joyful, Rewarding, Important

Alongside our advocacy to increase public funding of the child care workforce, we look for every opportunity to uplift early care and education professionals and promote child care as a rewarding career option. Last year, we visited the YMCA of Central and Northern Westchester, the Mount Kisco Child Care Center, and the Virginia Marx Children’s Center at Westchester Community College and asked early education professionals to share their thoughts about the importance of early care and what it’s like to work in the field. The recorded conversations were edited into a series of short videos we shared with the community. You can watch them on our YouTube channel!

Child Care Professionals are Business Owners!

Child care is a resource to the community, and child care businesses support families and create jobs! Our Business Development Specialists, Jessenia Tejada and Jayselle Trancoso, along with members of our Provider Services Department, help child care professionals access state and federal grants and provide business skills training to help professional child care providers become more efficient and profitable.

Lorenza Salazar (pictured above) is a family daycare provider in Ossining who received a Desert Grant, made available to help alleviate the lack of child care in some areas of the state, including parts of Westchester.

In 2023 we established the Child Care Business Enhancement Program, a year-long initiative to equip, train and support 32 home-based child care businesses as they adopt the Brightwheel child care management software. Participants use it to simplify and automate a variety of tasks, including enrollment, billing, and communications, which helps them save time, receive payments more promptly, and foster better connections with families. In addition, each child care provider received a free Lenovo tablet, a one-year software subscription, and payment assistance for Internet service. Funding for this amazing program was provided by Impact 100 Westchester.

Expanded Reach Through Partnerships

Together with Neighbors Link, we presented a five-part training series in Spanish to 12 individuals who want to work in the child care field. The interactive sessions covered basic health and safety, development, social/emotional development, mandated reporting, and communication/work readiness. We love helping prepare future early care professionals! The series was so successful, we will be partnering again!
At DREAM BIG 2023, we presented Westchester County Executive George Latimer and the Board of Legislators with the “Transformative Impact” award in recognition of their historic and ongoing investment in child care. We are very lucky to have elected leaders who recognize that access to child care is an essential component to a healthy economy, and the foundation upon which we will build a thriving future.

Congratulations to our 2023 Early Education Hall of Heroes inductees! We love to celebrate the dedicated professionals who provide a safe and nurturing learning environment every day.

**Ann-Marie Sabrsula**, The Arc Westchester’s Children’s School for Early Development  
**Beth O’Hara**, Lakeland Children’s Center  
**Carmelina Myers**, Country Children’s Center  
**Claire Duarte**, Weekday Nursery School United Methodist Church  
**Katie Rubistello**, Little Red House of Westchester LLC  
**Linda Iglehart**, Mount Vernon Day Care Center  
**Linda Serbeh**, Blessings Family Day Care  
**Maria Juliana Olaya Chavez**, Miss Maria Day Care  
**Murlene Harris-Wignal**, Wiggles & Giggles Day Care  
**Patricia Diez Canseco**, Patricia’s Day Care, Inc.  
**Pushpa Jagoda**, Liberty Montessori School International  
**Sharon Jakada**, Greenvale Day Care LLC  
**J. Stephen Madey**, Pelham Children’s Center, Inc.

At Nonprofit Westchester’s (NPW) Keep Westchester Thriving Awards, **Kathy Halas** was the inaugural recipient of the Distinguished Service Award in recognition of her advocacy, leadership and vision.

At the same event, we were also thrilled to celebrate Child Care Business Development Specialist Jessenia Tejada and Provider Services Supervisor Latoya Carney-Ramsey, graduates of NPW’s Emerging Leaders Program.
We are immensely grateful for your vital support!

July 1, 2022 – June 30, 2023

Contributors

Montessori Children’s Center
Mount Kisco Child Care Center
My Children’s Day Care
Oak Lane Child Care Center
OLA Consulting Engineers
Ossining Children’s Center
PCSB
Pelham Children’s Center
Pitney Bowes
QUALITYstarsNY
Red Hat
RPW Group
Sapir Schragin, LLP
Seven Bridges Wealth Advisors
Sleppers Moving & Storage
Stop & Shop
Sunny Side Day Care Center
Ten Ten Recreation LLC
United Way of Westchester and Putnam
Verizon
Vincent Volino PLLC
Westchester Community College
Westchester Human Resources Management Board
Westchester Skating Academy
White Plains Youth Bureau
Whitman Breed

INDIVIDUALS

Nicholas Alioto
Roy Ammirati
Christopher Anderson & Kathleen O’Connor
Jane Aoyama
Bhavani Aravind
Laura Arcadiapane
Mr. & Mrs. James Arsham
Sapna Arvind
Bobbi & Simon Baker
Nancy Balaban
Hon. Nancy Barr
Dr. & Mrs. Gilbert Beldengreen
Dana Belin
Adam Benvie
Michelle Bingham
Deborah Blatt
Blitzer Family Charitable Fund
Karen Blumenthal
Cynthia & Richard Bolding
Bill Borton
Linda H. Bresler
Helaine Brick-Cabot
Beuenia Brown
Heather & Joshua Brumberg
Beulah Brown
Joseph Cain
Marie & Greg Calnon
James Campbell
Anthony Caragliano
Elizabeth & Christopher Cells
Jason & Christina Chapin
Anne Chehebar
Caroline & Steven Cho
Rakhee Chopra
Kathryn Cifone
Mr. & Mrs. Doug Coape-Arnold
Ellen Cogan
Robert Cohen
John Cole
Mary Jo Collabolletta
Donna Cuiffo
L. Danielle Cylich
Erna Weber Daniel

John M. Danish
Lia DaRocha
Amie Dave
Yael Avi David
Sheilagh Deady
Cynthia Delfino
Lucy Delgado
Susana & Christopher D’Emic
Mialana Boutte Desoleil
Betsy DeSoye
Agatha DiMarco
Vito DiMatteo
Marc DiTomaso
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Thomas Draper
Susan N. Eckstein
Christine & Robert Eifer
Margot T. Elkin
Sandra Fabery
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Zoey Guzman
Veronica Guzman-Maldonado
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Kathleen Halas
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Bret Halverson
Greg Hamerschlag
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Lottie Harris
Robert Harris
Shelby & Josh Harris
Sakina Hassan
Michelle Hasson

BUSINESS SUPPORTERS

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Arch Capital Group
Ardsley Country Club
Athena Montessori Children’s Center
AtwoB
Baby Cubs Day Care, Inc.
Bettina Equities Management LLC
Blessed Beginnings Child Care
BodnarMilone LLP
Boston Portfolio Advisers
Business Council of Westchester
Captain Lawrence Brewing Company
The Children’s Playhouse of Yonkers
City Limits Diner
The Cliffs
College of Westchester
Colliers International
Compass Concept: CARE, Inc.
The David J. Yvars Group
Dee’s Tots Child Care
Downtown Capital Partners
Entegris, Inc.
Frank and Joe’s Deli
Goldman Sachs
Gracelane Kennels
Greenburgh Nature Center
Greywolf Capital Management
Harrison Children’s Center
House of Sports
Hudson River Museum
In Better Words Marketing
In Kemmah’s Care
Inspira Outdoor
Jill Singer Graphics
Keane & Beane, P.C.
LEGOLAND
Levitt-Fuirst Insurance
LGI Forensic Engineering, P.C.
Marks Paneth CBIZ
Marriott
Merck

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Bright Horizons
Can We Talk Inc
Case Paper
CClean Commercial Cleaning
Clayman, Rosenberg, Kirshner & Linder
The Cookware Company
The D’Emic Family
George Comfort & Sons, Inc.
The Krase Family
Lightbridge Academy
Little Kings & Queens Daycare
Little Lamb Child Care, Inc.
M&T Bank
Peter Pauper Press
Prager Metis
Silverston, Pareres & Lombardi LLP
YMCA of Central & Northern Westchester
Zupon Family Foundation

DREAM BUILDERS

Elizabeth & Christopher Cells
Susana & Christopher D’Emic
Salli & Bruce Figler

Salli & Bruce Figler
Amie Dave
Yael Avi David
Sheilagh Deady
Cynthia Delfino
Lucy Delgado
Susana & Christopher D’Emic
Mialana Boutte Desoleil
Betsy DeSoye
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Veronica Guzman-Maldonado
John Halas
Kathleen Halas
Abigail Burke Hall
Bret Halverson
Greg Hamerschlag
Natasha & Brad Hanan
Alexandra Hanson
Lottie Harris
Robert Harris
Shelby & Josh Harris
Sakina Hassan
Michelle Hasson
Government Contracts

New York State Department of Health
New York State Office of Children and Family Services
Westchester County Department of Social Services
Westchester County Office for Women
U.S. Administration for Children and Families - Head Start (through grantee WestCOP)

Grants

Grants received from our generous business, individual and nonprofit partners allow us to offer important and innovative programs that improve early care and learning for children in Westchester.

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Financials

- Programs: $10,990,039 (96%)
- Contributions: $374,820 (3%)
- Investment Income: $64,134 (1%)
- Other Income: $17,332
- TOTAL REVENUE: $11,446,325

- Program Services: $10,197,179 (91%)
- Core Mission (General and Administrative): $936,010
- Fundraising: $133,733
- TOTAL EXPENSES: $11,266,922

- Financials

  - 96% Programs
  - 3% Contributions
  - 1% Investment Income
  - 1% Other Income
  - 91% Program Services
  - 8% Core Mission
  - 1% Fundraising
Board Members
Sapna Arvind - Consultant, Prenatal to Five Fiscal Strategies
Cynthia Bolding - Owner, Blessed Beginnings Childcare, Inc
Helaine S. Brick-Cabot - Principal, Brick-Cabot Law
Chris Cells - Assistant Vice President, Catholic Health – Mercy Hospital
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Kimberly DeMilia - Division Head Commercial Lending, PCSB Bank
Joe Marchese - Partner, Silverston, Pareres & Lombardi LLP
Mark Mathias - Owner, Lightbridge Academy of Scarsdale
Christian McCourtney - President and Founder, Onward Upward Consulting LLC
Camille Failla Murphy, LCSW, ACSW - Founder & Director, Women’s Research and Education Fund
Modupe Otelaja - Senior Business Strategy Manager, T-Mobile
Eric Pasinkoff - Principal, Law Office of Eric Michael Pasinkoff, Esq.
Nicholas R. Pirrotta, CFP - Senior Wealth Advisor, Citizens
Nicol Rebori - Vice President of Corporate Underwriting, Arch Insurance Group

Administrative Staff
Jasmine Robinson - Communications Associate
Jovanna Romero - Administrative Assistant
Anna Silvani - Executive Assistant
Sarah Ruppert - Professional Development Coordinator
Julieanne VanAlstine - OFW Early Childhood Specialist
Lillieth Zuckerman - Infant/Toddler Mental Health Specialist

Professional Development Staff
Idie Benjamin - Program Specialist / Career Advisor
Yolanda Dodson - preschool Developmental Specialist
Gabriella Figueroa - Administrative Assistant of Professional Development
Jami Flynn - Assistant Director of Professional Development
Maria Fredrick - Preschool Developmental Specialist
Teresa Garcia - Bilingual Early Childhood Quality Specialist
Casey Lindwall - Infant Toddler Specialist
Cynthia Miller - Baby Steps Forward Specialist
Susan Panarella - Infant/Toddler Mental Health Consultant

Family and Employer Resources Staff
Kathia Brown-Cousins - Assistant Director of Family and Employer Services
Cathy Fernandez - Resource and Referral Database Administrator
Arlene Leuzzi - Scholarship Coordinator

Provider Services Staff
Dionisio Burgos - Administrative Assistant
Vanessa Calixto - Bilingual Registration Case Manager

Finance Staff
Christine Iacovello - Bookkeeper

Management Team
Kathleen Halas - Executive Director
Laura Cleare - Director of Professional Development
Michael Goldman - Chief Financial Officer
Janine O’Connor - Chief Program Officer
Lindsay Iacovello - Director of Provider Services
Dana Lawless - Director of Development
Katherine Mancini - Health Care Consultant Services Director
Nicole Masucci - Family and Employer Services Director
Juanita Pope - Director of Community Events / Office Manager

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