Growing Our Impact
Serving families in Cincinnati and Northern Kentucky
2017-2018 ANNUAL REPORT
Dear friends of Children, Inc.:

This has been a year when we have been deeply aware of our belonging and becoming. We strongly belong to our past anchored in the values instilled by our founder, Rick Hulefeld, while at the same time we are dramatically becoming our future. For forty years, CI has strived to bring the best of knowledge and research, and the best of ourselves, to our work with children and families. That legacy is reflected in our new vision, “All children and families have what they need to do well and be well.”

This year we have become more focused in expanding our efforts in two ways. First, we are clearly putting a stake in the ground that families are what allow children to flourish, and they deserve all the support we can provide. To that end, we have acquired Leadership Scholars, a research-based program that gives families the tools they need to give their children a growth mindset and the capacity to make informed decisions about their education. Further, we are building a multi-generational model in our services through partnerships with family support agencies so that stress is lowered and barriers are overcome; and families can invest their energies in optimizing their children’s development.

Second, we are expanding our range of services to provide cradle to career supports to children and families. We have also brought NaviGo into the CI family. NaviGo is an extremely effective career coaching program that helps middle school and high school students establish a career “North Star” to guide and motivate their academic efforts.

CI continues its commitment to impact the growth trajectory of all children, not just those within our walls. Our Advocacy department effectively promotes early childhood policies at the local, state and national levels. Our Innovation Lab has created products and programs that have been recognized nationally and internationally.

We are very proud of where we have been and where we are going. But more importantly, we are so very grateful to you for your support and encouragement. The future of CI is as bright as ever and the history of CI is even more cherished. The song Spirit of Life contains the lyrics, “Roots hold me close, wings set me free.” This year we are keenly aware of both our roots and wings. Our belonging and becoming are made possible by the believing and “be loving” that you continue to give us.

Shannon Starkey Taylor
Chief Executive Officer

Lori Zombok
President of Children, Inc.’s Board of Directors

“All children and families have what they need to do well and be well.”
MAP OF OUR SERVICES

- Before/After School Services
- Early Learning Center
- Leadership Scholars
- The Character Effect
- NaviGo In-School Coaching
- Before/After School Services and In-School Preschool

Not pictured: NaviGo Scholars Frankfort Independent and Clermont County high schools and Leadership Scholars Madisonville Recreation Center and St. Julie Billiart Parish
At Children, Inc. we have expanded our mission to aid families at any stage of development. Alaria Long, a recent Holmes High School graduate, is a great representation of our innovative multi-generational approach to building a stronger future for our region.
Beginning at just four months old, Alaria attended Children, Inc.’s early learning center, Treasure House, in Covington, Kentucky. Her mother, Nadine Long, recalls Alaria’s kindergarten readiness at an early age, knowing her numbers, practicing writing skills, and displaying an excitement to learn each day. Her teachers remember her as an artistic, bright and charming student, who was quick to make friends and ask questions.

Alaria’s love of learning and her Children, Inc. experiences did not end when she began elementary school. At Holmes High School in Covington, Alaria, captain of the volleyball and track team, and junior varsity captain of the academic team, was an active member of NaviGo Prep, a division of Children, Inc. providing high school students with one-on-one college and career readiness coaching.

As a NaviGo Scholar, Alaria was provided a college and career coach that helped her navigate decisions for life after high school – including exploring career options and support through the college admissions process. From her freshman year to her graduation from high school, Alaria was guided by NaviGo Coach, Donna Murphy allowing her to explore different industry paths and identify where Alaria was most passionate.

During her four years as a NaviGo Scholar, Alaria shadowed a nurse practitioner at St. Elizabeth’s Hospital in the labor and delivery room, spoke at several NaviGo Scholar events, and was accepted to more than ten colleges. Alaria was also a founding member of the NaviGo Student Board of Directors. Alaria is now an incoming freshman at Kentucky State University and plans to build a career in nursing. This summer, she worked as a teaching assistant at Treasure House, helping young learners develop new skills the same way she did more than a decade ago.

Alaria’s story is remarkable and demonstrates how Children, Inc.’s work with families at vital points in their lives can have a lasting effect.
THE VISION: All families and children

Prenatal – 3 yrs

200 Young Families
Weekly Home Visitation
200 per year

6 wks – 6 yrs

13 Five Star Rated
Early Learning Centers
1500 per year

20 Family Child
Care Homes
150 per year

Family Support

Rx for Success App
Estimated 4.5 million
Families Projected in 2018

Leadership Scholars
(estimated 1000
families in 2018)
have what they need to do well and be well.

**CONTINUUM OF SERVICES**

**5 yrs – 18 yrs**

- 25 Before and After School Programs
  - 1200 per year

- 45 Service Learning in 45 Schools
  - 20,000+ per year

**14 yrs – 19 yrs**

- 1200 NaviGo: Coaching
  - Over 1200

- 200+ Business Pipeline

**Advocacy**
- Regional and Statewide Networks
- Kentucky’s Voice for Early Childhood

**Training**
- Montessori, Resiliency, Character Strengths

Character Strengths Training for Teachers and Families
- (piloting in 9 elementary schools 2017-2018)
2017 IMPACT

2,972
Number of Children Served in 2017

1,299
School Age Services

225
NaviGo Scholars

1,403
Early Learning Programs

2017-2018 Student Outcomes for children enrolled in a Children, Inc. early learning program for at least one year

92% of children met or exceeded age appropriate gross motor skills like moving large objects

91% of children met or exceeded age appropriate fine motor skills like writing and manipulating small objects

91% of children demonstrated or exceeded age appropriate social emotional skills

90% of children met or exceeded age appropriate cognitive skills like matching and counting

94% of children were securely attached to an adult in their lives

91% of children met or exceeded age appropriate language skills like reading comprehension and naming objects
NaviGo Impact:
- 4000+ students participating
- 24 school district partnerships
- 14 Company Sponsored Scholars Groups
- 100+ Trained NaviGo Coaches

Leadership Scholar:
- 396 parent graduates

Kentucky’s Voice for Early Childhood:
- 12,261 total members
- 2,730 total page visits to the grandfamilyguide.org

Growing Sound:
- 27 School/Family Concerts
- 21 Workshop Training Events

The Innovation Lab:
- 23 family and parent events on mindfulness and character strengths
- 77 hours of Professional Development to over 200 teachers on the Character Effect
- 390 coaching sessions across Northern Kentucky and Cincinnati for teachers to improve social emotional learning in their classroom reaching over 2,000 students.

Professional Development and Training:
- 22 Montessori teachers received their credentials
- 62 Trainings led by Children, Inc.

Every Child Succeeds/Young Families
- 42 families graduated

Service Learning:
- 13,000 students involved in 160 service learning projects at 52 schools in the Greater Cincinnati region

99% of NaviGo Scholars Business Partners can provide examples of how NaviGo helped their business become more successful.

97% of parents feel the NaviGo Scholars had a positive impact on their child’s future.

13 five star centers
There are 13 five star rated programs owned and operated by Children, Inc. in the Greater Cincinnati region.
NAVIKO’S MISSION

NaviGo has a mission to empower students by helping them identify their interests, passions, and talents, and aligning those strengths with career focus and opportunity. That mission has a much broader reach, since aligning with Children, Inc.

While the organization was acquired by Children, Inc. in July of 2017, NaviGo is in its 5th year, connecting students and businesses. The key to NaviGo’s success is that in addition to the hands-on learning and job skills students receive, a NaviGo Coach provides valuable guidance and direction to students as they explore their interests. Teachers and administrators are trained and serve as NaviGo Coaches, assisting students as they explore careers, college opportunities, and help them graduate with viable options for college and/or career. Children, Inc. has allowed NaviGo to expand those resources significantly, reaching more schools, partnering with more businesses, and ultimately empowering more students.

From day one, the support at Children, Inc. has allowed the NaviGo team to be a go-to source for businesses which are looking to reach students who are potential future employees. As NaviGo joined the Children, Inc. team in the summer of 2017, St. Elizabeth Healthcare and St. Elizabeth Physicians both signed on as NaviGo Scholars sponsors. St. Elizabeth hosted four separate healthcare groups during the 2017-18 school year that encouraged exploration in nursing, sports medicine, lab careers, and medical assistance careers. Now starting their second year, the St. Elizabeth NaviGo Scholars – all seniors - will have the chance to shadow healthcare experts, to volunteer at the hospital, and network with leaders at St. Elizabeth.

“The NaviGo Scholars program helped connect me with people in my field of interest while simultaneously offering help with the college application and selection process.”

~ Nick Arlinghaus
NaviGo Scholar
2015-2018

NaviGo continues its mission to empower students by educating them on the breadth of career opportunities available, giving them the skills they need to be employable, and connecting them to industries looking to build their future workforce. With programs like NaviGo Scholars, Summer Melt, and NaviGo In-School Coaching all powered by Children, Inc., the opportunities to improve students’ lives are endless.
In 2017, the Innovation Lab continued its work in: 1) character science, 2) technology-based supports for parents, and 3) Adverse childhood experiences (ACEs). The Character Effect Program (Zawaly & Cabrera, 2017) developed by the Lab in collaboration with Beech Acres Parenting Center is piloted in a number of Ohio and Kentucky schools. The Right on Q app provides 13 parenting practices that promote social and emotional learning using our VIEW IT, CUE IT, DO IT model. At the request of the American Montessori Association, the Innovation Lab produced a series of three national webinars on ACEs, toxic stress and health consequences. Staff has also trained over 300 teachers on ACEs.

Children, Inc.’s impact bottom line is the top concern of the Innovation Lab. In 2017 the Lab has clearly demonstrated local, regional and national impact. And the planned projects for 2018-2020 hold even more promise.
Scaling for Impact: A Campaign for Future Success

Our Scaling for Impact Capital Campaign has outlined three ambitious goals in order to better address the needs of the Cincinnati and Northern Kentucky region. By bringing our existing services to scale, we can more effectively combat generational poverty in our community and ensure that more children and families have access to the tools, resources, and support that they need to be successful.

- **Serving More Children**
  Serving 700 more low income children in high need communities throughout the region.

- **Serving Those Who Need it Most**
  Scholarships for 1,000 low income children to access high quality early learning programs.

- **Serving More Parents and Teachers**
  Four new innovative research-based programs delivered to over 25,000 parents, teachers and students.

For more information on our Scaling for Impact Capital Campaign and how you can join us, please visit our website or contact Senior Director of Development, Jordan Huizenga at jhuizenga@childreninc.org.

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Operating Revenue

- **Parent Fees & Direct Income** $3,683,929
- **Contributions** $2,585,130
- **Government Funding** $2,519,767
- **Gains & Other Income** $1,391,755
- **United Way** $1,133,244
- **Early Head Start** $430,244
- **Fundraising** $105,075
- **Preschool Promise** $66,071

**TOTAL REVENUES** $11,915,475

Operating Expenses

- **Salaries and Payroll Taxes** $6,734,770
- **Other expenses** $2,965,391
- **Benefits** $765,855

**TOTAL OPERATING EXPENSES** $10,466,016

**OPERATING SURPLUS** $1,449,459

**ACQUISITIONS NET** $237,289

**TOTAL CHANGE IN NET ASSETS** $1,686,748
Friends,

If we had to describe 2017 in one word, it would be: Growth. The expansion we are most proud of is the development of our services to allow us to serve a wider range of children and families. Our organization is now truly multi-generational due to an alteration in our educational approach in our early learning centers and the success of our Leadership Scholars program.

The expansion of our continuum of services has been amazing to witness; we are now able to serve children and families prenatally all the way through to college and career. We love hearing stories like Alaria’s and others who allow us to impact the community in a multitude of ways.

This is just the beginning of our visionary growth and impact on the community; our plans for the next few years will allow us to support even more families locally, regionally, and nationally.

We are so thankful for your support and hope you are as excited about the future as us.

Gratefully,

The team at Children, Inc.
MISSION STATEMENT:

We provide innovative programs to grow knowledge, skills, and strengths that allow families, children, and communities to flourish.

For families, children and communities we provide:

- Outcomes in early care and education that insure school readiness and future academic achievement
- Effective cradle to career supports that encourage a growth mindset
- Family-centered supports that give caring adults the confidence and competence to do the best for children

For practitioners around the world we provide:

- Research-based tools and strategies that are tested, scalable and sustainable
- Professional development that advances the professionalism of teachers and children
- Advocacy network that promotes public policies that support families and children

VISION STATEMENT:

All families and children have what they need to do well and be well.

2017 BOARD MEMBERS

Peggy Bogadi
Amy Cheney
Mark Cosimi
Jim Cutter
Brandon De Vault
Jeremy Deters
Mary Henkel
Steve Horn
Charlie Horning
Gita Huntington
Mark Jasper
Monica McGloin
Amy Razor
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