ANNUAL REPORT

Partners in Early Care & Education

CHILDREN'S HARBOR

Since 1911

2022

2023

Children's Harbor is a comprehensive early childhood agency operating in the South Hampton Roads area since 1911 and recently on Virginia's Eastern Shore. In 1923, the corporation, a 501(c)(3) agency, became a certified member of the United Way of South Hampton Roads (UWSHR).

From its modest beginnings as one small childcare facility, the agency has grown to currently operate five model early care and education centers in Norfolk, Chesapeake, Portsmouth, Suffolk and the Eastern Shore. For the last century, Children's Harbor has set the standards in Hampton Roads for high quality early childhood programs serving diverse populations across all of Hampton Roads and on the Shore.

Annually, we provide services to close to 600 individual children and families in Hampton Roads inclusive of over 100 military families. Children's Harbor employs more than 100 staff and hosts over 50 volunteers each year. Our staff diversity reflects the children in our care as we strive to maintain our reputation of exceptional services and experiences in all facets of early care and education.

Children's Harbor serves in the following cities:

Suffolk **Norfolk**
Chesapeake **Portsmouth**

Eastern Shore

555	76	43
STUDENTS Served this year (unduplicated)	**TEACHERS**	**ADDITIONAL STAFF**

VISION

Advocating for access to quality early care and education for all children.

MISSION

By providing places and programs, Children's Harbor is the model for comprehensive services for children.

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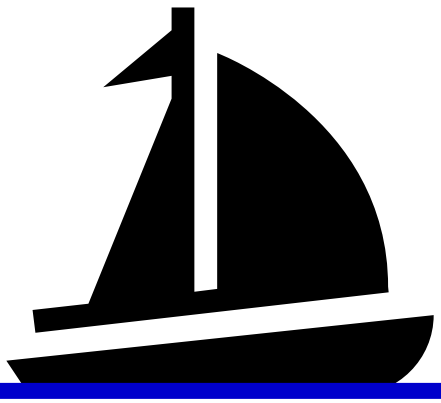


Greeting from the CEO & Board President

It is our privilege to serve as Board President and CEO of Children's Harbor, an iconic, purpose-driven, and inclusive organization. We are excited about all the things that were accomplished in the past year and what awaits us beyond the horizon.

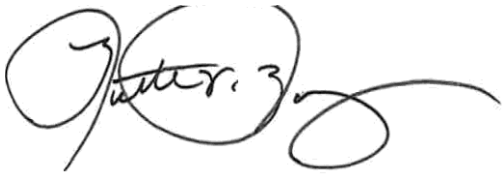
As we enter the next chapter of our proud 112-year history, we are more confident now than ever before that our organization is ready to manage the task of accomplishing our mission by providing places and programs to ensure Children's Harbor is the model for comprehensive services for children.

Our goal is to build upon the strong foundations already established to expand our impact, increase our reach, and accelerate our pace. We will achieve this goal with hard work, innovation, commitment, and integrity.

One thing that has deeply impressed us is how our company is interwoven within the fabric of so many people's lives. The role we play in helping to build better futures for our children, their families, and their communities is a source of pride and purpose for our employees, board members, community partners, volunteers, and stakeholders.

Respectfully,

Wayne C. Bell, Jr.
CEO



Yvette V. Young
Board President

Corporate Team

EXECUTIVE TEAM

Wayne C. Bell, Jr., Chief Executive Officer
Kristan Williams, Executive Assistant
Shelly Anne Byers, Director of Operations

PROGRAMS TEAM

Regina Crawley, Curriculum & Program Director
Tiki Perkins, Program Assistant
LaShell Currie, Program Manager
Opal Burgess, Program Manager

TRAINING TEAM

Beth Anderson, Director of Community Training and Professional Development
Ashley Lowe, Training Program Assistant
Dr. Christy John, Infant Toddler Specialist
Rebecca Toohey, Infant Toddler Specialist
Kisha Goodfield, Infant Toddler Behavior Consultant

FACILITIES TEAM

Barry Estes, Facilities & Maintenance Manager
Delvin Huggins, Facilities & Maintenance Technician

HUMAN RESOURCES TEAM

April Hatfield, Human Resources Generalist
Shanada Kurbanali, Human Resources Generalist

USDA TEAM

Joyanne Manning, Health & Nutrition Program – Family Day Homes Coordinator

FINANCE TEAM

Catherine White, Accounts Payable Specialist
Michael Shackelford, Grants Manager

CENTER
IMPACT REPORT

244

Days of Operation

555

Children were educated and cared for (unduplicated number)

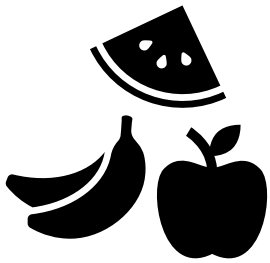
0

Findings in PB Mares Independent Audit

0

Findings in CACFP Audit

FAMILY DAY HOMES
IMPACT REPORT



Family Day Home Providers are located throughout Hampton Roads and the Peninsula including the cities of Chesapeake, Hampton, Newport News, Norfolk, Portsmouth, Smithfield, Suffolk and Virginia Beach.

610 — **Children Served**

89 — **Family Day Home Providers**

830,088 — **Healthy Meals Served through CACFP**

14 — **Military Family Day Home Providers were certified by the Joint Base Langley – Eustis and several Naval Installations in Hampton Roads**

VIRGINIA CACFP
Child and Adult Care Food Program

CTPD
IMPACT REPORT

9,222

ECE Providers

11,333.5

Hours of Training, Coaching and Resource Sharing

99%

Of providers reported increased knowledge from the training / resources received

123

Family members benefited from funds within the Emergency Tuition Voucher Assistance program

89%

Of children remained in care at the end of the three – month mark

HUMAN RESOURCES
IMPACT REPORT

Employees

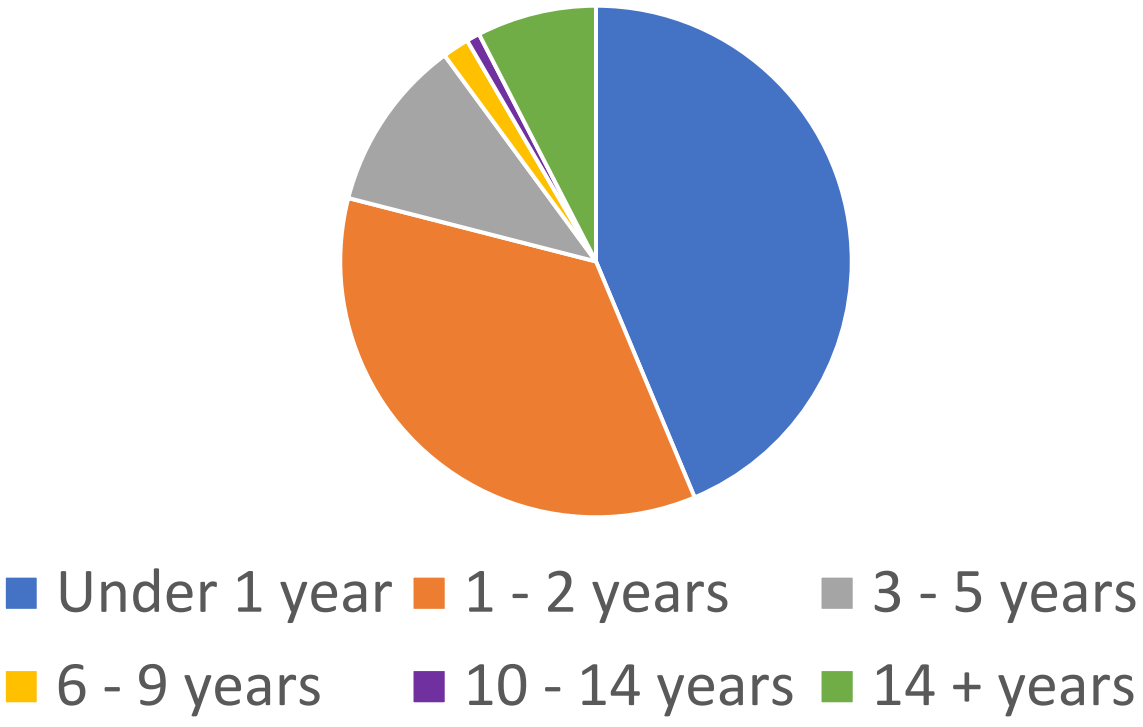
2022: 109
2023: 119

Turnover Rate = Combination of natural & forced attrition

14%

**National Average is 19%*

Years of Service

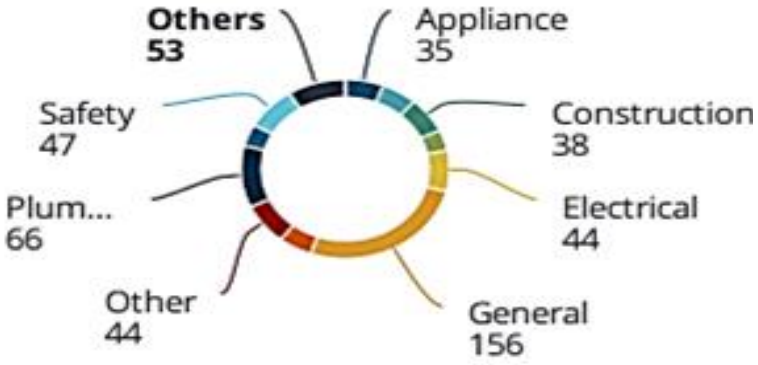


FACILITIES & MAINTENANCE

"Out with the Old, In with the New"

Before

After



2022-2023 Maintenance requests completed

Before

After

New signage and playground equipment at our Portsmouth center

Before

After

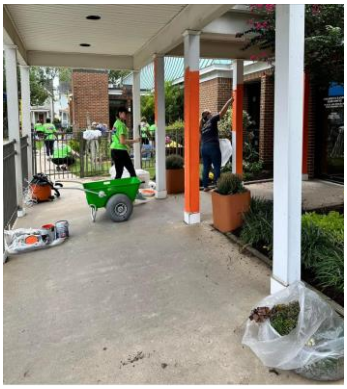
Eastern Shore's new playground surfacing

UNITED WAY

Department Heads: Shelly Byers, Regina Crawley, Beth Anderson & CEO, Wayne Bell, Jr. enjoying the celebration

Children's Harbor has been partnered with United Way since their inception in 1923 – an impressive 100 years! Thank you for being our strongest supporter! We are grateful for your continued generosity.

CONGRATULATIONS ON 100 YEARS!



DAY OF CARING

Children's Harbor annually participates in United Way's sponsored initiative "Day of Caring." This event brings people together to lend a hand to many local non-profits in our area. The quality volunteerism serves as a huge money-saver for our agency!

PARTNERSHIPS

Children's Harbor partnered with the Virginia Early Childhood Foundation to combat the vast need for more teachers in the childcare setting. The Foundation agreed to identify qualified staff at no cost if Children's Harbor would train the new hires and agree to a set wage. This partnership resulted in 7 new hires in three of Children's Harbor's five centers.

FAST TRACK PROGRAM

MIXED DELIVERY

The Virginia Early Childhood Foundation coordinates the **"Mixed Delivery Program."** This program supports families who may struggle to find and access care and education for their toddlers. This year, the state of Virginia increased its budget for the expansion of Mixed Delivery to infants as well!

RECOGNIZE B5

Virginia Department of Education & Virginia Early Childhood Foundation have sponsored a state initiative, known as **"Recognize B5."** Lead & Assistant teachers received up to $2,500 if they work at a participating publicly-funded childcare center or family day home site and meet the eligibility requirements.

Grant Highlights

THANK YOU

TowneBank & Virginia Natural Gas

CEO, Wayne Bell Jr., TowneBank Executives: David Messinger, JT Hasty, Ross Morgan, Robin Leavy, Jerry Kent, Pre-K teacher, Shanta Brickhouse, and the Pre-K class of Children's Harbor Olde Towne

TowneBank Executive & Board Member, JT Hasty and Board President, Yvette Young cutting the ribbon at the grand opening of the new playground.

TowneBank donated $90,000 to Children's Harbor for a brand-new playground at our center in Portsmouth, VA!

Virginia Natural Gas donated $7,500 to our Ghent and Chesapeake centers for general operating expenses needed to provide quality early childhood education and childcare to families in Chesapeake and Norfolk, VA.

Children's Harbor
CHESAPEAKE

The highlight of summer camp is the annual foam party for all ages!

The students are always excited during graduation to display what they have learned throughout the year to their families. Next step, public school!

The staff participating in carnival festivities for summer camp.

Children's Harbor
EASTERN SHORE

CH Eastern Shore celebrated their 1-year anniversary in April 2023. Donors, staff, and community members all attended this event.

We celebrated our very first Children's Harbor Eastern Shore PreK Graduation! We had so much fun with our families and staff honoring our 2023 graduates.

The Virginia Aquarium was a great mid-summer trip for the Summer Campers! The students enjoyed the beautiful tanks and ocean-themed activities.

Children's Harbor
GHENT

FAST TRACK

The staff & students started a garden in the spring. The teachers assist the children in planting and tending the garden.

The Fast Track Program assisted with efforts of finding new teachers to increase enrollment. After multiple trainings, participants were awarded a certificate of completion and offered employment!

Summer Camp

The highlight of summer camp for the children include weekly water play and the graduation ceremony where they get to display their many talents!

Children's Harbor
OLDE TOWNE

We are proud to announce that our Olde Towne center is now NAEYC ACCREDITED! Director, Shikiya Rodgers, and Assistant Director, Estelle Justin, along with their staff work very hard to provide the best possible early childhood experience for the children in their care.

Fundraising

The center held fundraisers throughout the year to pay for garden expenses, and a creative mural. The colorful artwork was painted by Brittany Lathrop, a teacher at the Olde Towne center.

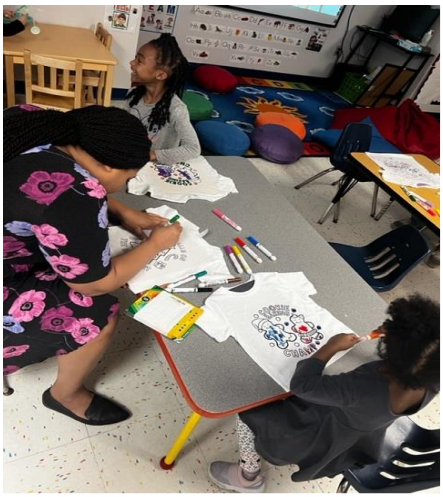
Now that the COVID safety guidelines are lifted, parent participation is increasing.

Mural

Children's Harbor
SUFFOLK

The Suffolk playground was resurfaced to give the children a softer & safer surface for outdoor play.

The Sorenson & Holman families donated their time and supplies to renovate the sandbox on our Preschool playground. Mr. Sorensen also made a top for the sandbox to keep out unwanted animals. Our families are awesome!



The Suffolk center hosted Parents' Night Out to give parents a few hours of free time. During this time, the center offered fun games, activities and snacks to entertain the children!

The Mother's and Father's Day parties were hosted by the Pre-School and Pre-K teachers. Together, both parties raised nearly $700 in donations! One dad volunteered to come and sing for the children & another provided the meats and grilled for the Father's Day party! We love building great relationships with our families.

Community Training &

Professional Development Department

Since 1974, the CH Training Desk has been coordinating and delivering high quality professional development opportunities to our local early childhood community. Annually, Children's Harbor offers over 200 workshops, several community events and one regional conference.

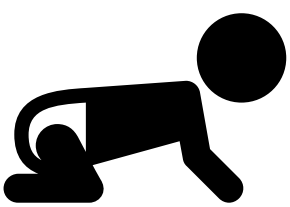
The Community Training & Professional Development department, or CTPD, communicates regularly with a database of over 1,200 ECE professionals. Bi-weekly e-blasts are shared including: communications containing PD opportunities, valuable industry resources, state updates (laws, bills, grants, etc.) and much more!

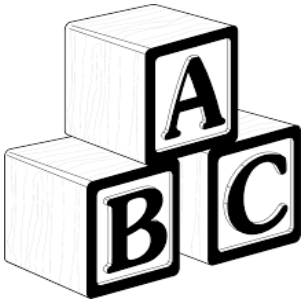
We returned to an in-person event in October 2022! Held at Granby High School in Norfolk, we partnered with the Southeastern Chapter of VAAEYC (SECOVA) to host over 375 people for the **16th Annual "Raising the Bar" Conference**. Providers enjoyed a self-guided menu of 44 separate workshops offered by 25 different presenters along with a timely keynote session on "Teacher Burnout." Forty people from 20 various businesses comprised our interactive exhibitor hall. Over 270 attendance scholarships were awarded by our community partners. Fifteen volunteers helped contribute to the success of this event. The event net profit was approximately: $7,500.00

Virginia Infant Toddler Specialist Network

After 14 successful years maintaining this grant, we wrote an updated RFP in January 2023 to receive continued and expanded funding. The successful award now includes two Infant Toddler Specialists and one Infant Toddler Behavior Consultant. This grant is supported by funding from VDOE and is assisted through our partnership with Ready Regions Southeastern.

The VA ITSN grant represents and supports quality infant and toddler programming and care in the Southeastern Region. In 2022-23, 18 programs and 30 classrooms received over 340 hours in 300+ coaching visits for Infant and Toddler Educators and Administrators. Additionally, over 100 hours of technical assistance and at least an additional 100 hours of training were provided virtually and in person.





Board of Directors 2022-2023

Yvette V. Young, Board President

Sharon Jones-Hayes, Vice President

Latrenya Turner, 2nd Vice President/Secretary

Judy Imdahl-King, Treasurer

Anthony Green, Assistant Treasurer

Angelia Allen, Board Member

Jarryd "JT" Hasty, Board Member

Cornelius "Neil" Hudgins, Board Member

Sanyika "Sam" Evans, Board Member

Sabrina Bethune, Board Member

Cathy Dalton, Board Member

Serena Mann, Board Member

Lynn Bowen, Board Member

Alexandra Martin
Ann Williams- Sleepy Now Baby
Beach Bay Realty
Child & Adult Food Care Program
Child Development Resources
Chesapeake Human Services
City of Accomack
City of Chesapeake
City of Norfolk
Cooper & Humbles Funeral Home
Dr. Nequai McLendon
E.C. Warheim Foundation
EVMS- Mixed Delivery
Give Local 757
Hampton Roads Community Foundation
Holman Family
Janie Bell
Jason's Deli
Juanita Yarrell
Kenneth Roberts
Langley Federal Credit
Magnify Your Life
MTM Enterprise
Network for Good
Onancock Deli
Onancock Laundry
Patricia Bloxom
Perdue Foundation
Pi Epsilon Omega
Shore United Bank
Smart Beginnings
Sorenson Family
State Farm
Sylvia Stanley
Target
Tidewater Community College
TowneBank Foundation
Tyson Foods
United Way – Eastern Shore
United Way of South Hampton Roads
UNO Pizzeria & Grill
Virginia Department of Social Services
Virginia Beach Thrives
Virginia Natural Gas
Virginia Department of Education
Virginia Early Childhood Foundation (Fast Track)
WW Building Surplus

AGENCY
DONORS & PARTNERS

This Annual Report
is dedicated to
MS. YVONNE HASKETT
for her 42 years of dedication & exemplary service at
Children's Harbor - Ghent! We thank you!

Together we are transforming lives and building brighter futures. Without you, this important work would not be possible.

Each day, we provide services to hundreds of children and families by providing quality and affordable childcare. As a non-profit childcare organization, we rely on financial gifts from donors to help us fund operations. Financial Gifts from community supporters are a tremendous help in maintaining our goals of high-quality early care services.

We are abundantly appreciative of the immense support of our Hampton Roads and Eastern Shore communities. Thank you in advance for your continued generosity to our worthy cause!

YOU CAN DONATE VIA OUR WEBSITE, CASH APP or SEND A CHECK BY MAIL

www.childrensharbor.cc

Click on “Ways to Give” & “Donate”

SCAN TO DONATE

SCAN FOR OUR SOCIAL MEDIA ACCOUNTS

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