



Rochester Childfirst Network

SERVING CHILDREN SINCE 1857

2017 Annual Report

Rochester Childfirst Network

Main Campus

941 South Avenue
Rochester, NY 14620

Center City

250 East Main Street, Suite 110
Rochester, NY 14604

www.rcn4kids.org
(585) 473-2858



Child Care Built for Life



Mrs. E. Griffin, one of RCN's founding women

In 1857 a group of civic-minded women founded the Industrial School of Rochester, which evolved into today's Rochester Childfirst Network. Just like our founders, we still believe that all children deserve to learn, play and reach their fullest potential.

RCN emphasizes social-emotional skill building. Our children develop positive relationships with everyone they encounter, as they develop foundational skills in language, literacy, math, problem solving, and self-control.

RCN's preschool classes bring together children with special needs and their typically developing peers. We also support nearly 300 Family Child Care providers. In all, RCN touches the lives of more than 3,000 children. Data drives our decisions at RCN—our students have great success, and we have the numbers to prove it!



An RCN teacher reads to her kindergarten class in 1929



RCN's South Ave location today

As we enter RCN's 160th year, we're proud to bring together children, families and community partners from many backgrounds to provide Child Care Built for Life.



Dear Friends of RCN:

Annual reports are designed to give us a "snapshot" of where we've been over the past 12 months. This year we'd like to give you a broader view of where RCN has been and where we're going.

RCN has entered a phase of unprecedented growth. We've reached full enrollment at South Avenue and Center City, formalized our operations, improved our facilities, and most importantly, continually improved the programs we provide to the children in our care.

Growth presents its own set of challenges. The demand for our programs exceeds our capacities. We're building our next generation of talented, caring teachers and staff. And RCN's facilities, especially our play areas, are in the best shape they've been in decades. RCN is truly on a roll!

Why is RCN's growth important? More children than ever need the high-quality, affordable programs that we offer. We're uniquely positioned to meet their needs, by doing what we've done for 160 years: giving children places to learn that are safe, fun, and supportive of social-emotional growth.

Thanks to your support, RCN will continue to realize our vision to ensure that every child grows up safe and strong, eager and able to reach their full potential.



A handwritten signature in black ink, appearing to read 'Jeri Rombaut'.

Jeri G. Rombaut, CPA, CIA
2016-17 Board Chair



A handwritten signature in black ink, appearing to read 'Lynn M. Lubecki'.

Lynn M. Lubecki, Ed. D.
Executive Director/CEO

Community Partners

Board of Directors

Chairperson

Jeri G. Rombaut, CPA

Vice Chairperson

Barry Wisset, Esq.

Secretary

Dr. Lisa McCabe

Treasurer

Amy Michatek, CPA

Assistant Treasurer

Alissa Cogan, CPA

Members at Large

Daniel Basch

Jennifer Takatch, AIA

Michelle Halloran

Robert Van Niel, MBA

Dr. Jara Johnson

Garry Vernon

Meagan Kinsella

Jean M. Williams

Wendy Lehmann, Esq.

Nicole Wilson, MBA

Barbara Reifler

Kim Weick

Karl Schuler

David Whitaker

Dr. Joseph Sergio

Andrea Zuegel

Muriel Steinberg



Community Partners

Bryant & Stratton College

Child Care Council, Inc.

Children's Institute, Inc.

Early Childhood Development Initiative

Early Childhood Education Quality Council

Flower City Down Syndrome Network

Foodlink

Girl Scouts of Western New York

Greater Rochester Health Foundation

Medaille College

Monroe Community College

Monroe County

Nazareth College

NYS Education Department and local school districts

Our Lady of Mercy

Rochester Association for the Education of Young Children

Rochester's Child

Rochester City School District

SUNY Geneseo

The American Heart Association

University of Rochester

RCN Programs

This Year At a Glance

RCN has touched the lives of countless children over the last 160 years. This year our UPK, EPK, Special Education, Child Care, Summer Education, and Family Child Care Programs have served nearly 3,000 children and families in our community. Here are some of the numbers from the 2016-17 fiscal year.



Financials

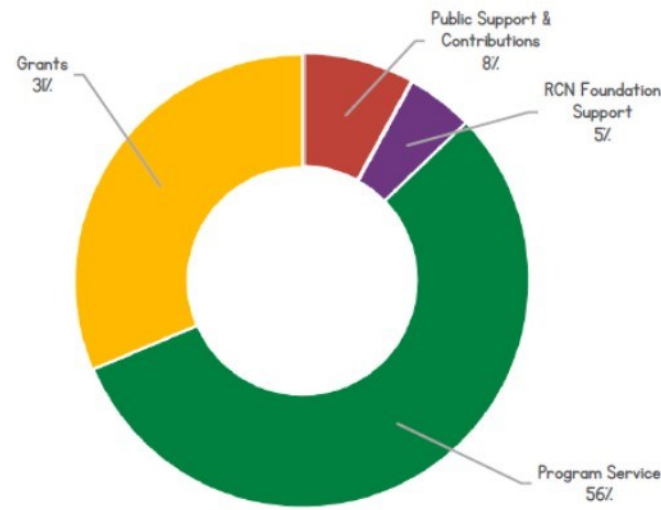
Jim Robinson Award

FINANCIAL STATEMENT

Rochester Childfirst Network Statement of Activities
Year ending June 30, 2016

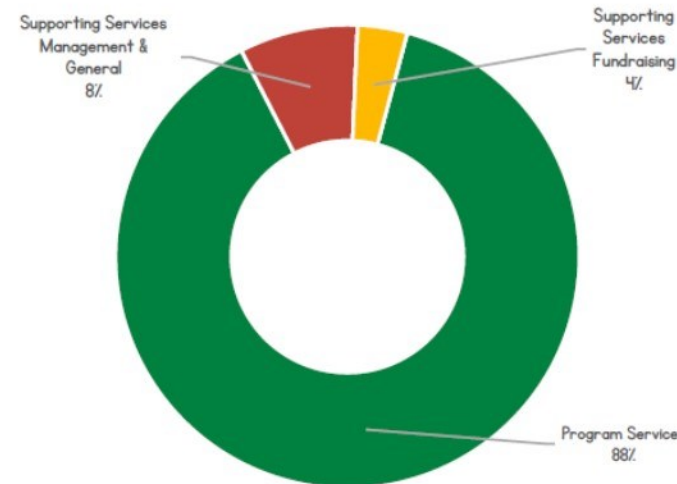
REVENUE

Public Support & Contributions	\$	396,324
RCN Foundation Support	\$	241,100
Program Service	\$	2,773,449
Grants	\$	1,558,928
Other Income	\$	7,328
Total Revenue and Support	\$	4,977,129

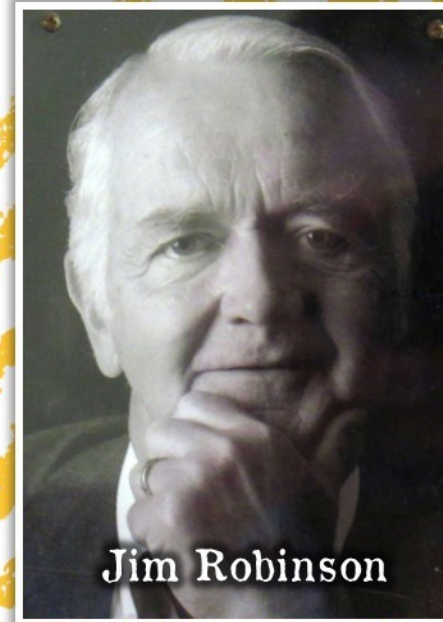


EXPENSES

Program Services	\$	4,261,737
Supporting Services		
Management & General	\$	398,987
Fundraising	\$	167,509
Total Expenses	\$	4,828,233



SURPLUS	\$	148,896
Change in Net Assets of RCN Foundation	\$	(102,765)
Change in Net Assets	\$	46,131
Net Assets - Beginning of Year	\$	1,970,765
Net Assets - End of Year	\$	2,016,896



Jim Robinson

The Jim Robinson Award is presented to individuals for their outstanding volunteer service to RCN. This year, the Board of Directors honors:

Robert W. "Bob" van Niel

Bob graduated from The University of Rochester (A.B. in Economics), The Wharton School at The University of Pennsylvania (M.B.A.) and The Sloan School at MIT (M.S. in Management). He worked for many years at Eastman Kodak, retiring as Kodak's Assistant Comptroller. He has served on numerous boards of directors in the community, including Rochester General Hospital, Via Health and Bexley Hall Seminary. He has served for many years as the Treasurer of the Episcopal Diocese of Rochester. Bob and his wife Elizabeth ("Ann") live in Pittsford and have two grown children.

Bob joined the board of what was then Rochester Children's Nursery in 1999. During his tenure on the board he has given generously of his time on the Finance, Audit, Facilities and Capital Initiative Committees. He helped see RCN through a major expansion in 2000-02, and is helping guide RCN's current campaign, *Celebrating Kids, Changing Lives*. This effort will raise \$1.2 million for renovations of all of RCN's outdoor play areas, as well as much-needed interior renovations.

"Bob Van Niel and his wife Ann have been dedicated to RCN for many, many years," said Executive Director Dr. Lynn Lubecki. "Bob's service on the board has been a great gift to this organization. His support and hours of volunteer time have helped to assure that all children grow to their fullest potential, and for this, we thank Bob and Ann."

The Jim Robinson Award was instituted in 2002, in memory of a longtime board member, volunteer and supporter of RCN. Previous award recipients have been Viola Pepper, Peter Schermerhorn, Paul Moore, Bill Webb, Ella Renckert, Muriel Steinberg, Peggy Wier, Wendy Lehmann, Barbara Reifler and Jean Williams.



Program Spotlight

Special Education

Note: This is an excerpt from a presentation given by Patricia Graff, M.S., Ed., Director of Special Education (SMILE) at RCN's 2017 Staff Appreciation Event.

Sometimes you have to wait until the dust settles. Sometimes you have to wait until the crying stops, the chaos clears. It's then that you'll see the magic that happens here at RCN every day.

...the magic of a boy with autism who came to RCN kicking and screaming on his first day. Just two years later, he's successfully included in kindergarten, playing on soccer and softball teams, participating in karate and enjoying a full life.

...the magic of a 3 year old with Down syndrome who begins in September as non-verbal, not walking, and mouthing and throwing toys like an infant. By May, he's walking, participating in class, singing, dancing, and modeling the language and behaviors of his friends.

...the magic of the family who now understands their daughter's struggles, learns how to secure appropriate services, and contributes to her growth and success.

We may never know the full impact of our work, or how it will impact children's lives in two years, ten years of fifty years; but, we do know that the magic begins at RCN.



Teaching Pyramid

For the past three years, RCN has been implementing a new, data-driven teaching model known as the Teaching Pyramid. The Pyramid model promotes social and emotional skill development in children and focuses on changing teachers' practices through self and team reflection. In every RCN classroom, teachers are creating nurturing, positive relationships and teaching children strategies on how to deal with their peers and their emotions.

"It's an inclusive model," says Anna Nicpon, teacher in the Crickets classroom, "all children can learn effective strategies for solving their problems. You just meet the child where they are at the moment and take them to the next step." RCN's classrooms are filled with solution kits, solution cards, visual cues, and posters to remind children of the skills they can use.

But the Teaching Pyramid doesn't end in the classroom. This spring, ten families attended Positive Solutions for Families, a series of six classes that shares Teaching Pyramid principles with parents and caregivers to utilize in the home. Anna sees the skills as universal. "The Teaching Pyramid has changed how I approach everyone in life."

At RCN, it's all about the relationships we build. For Anna, that foundation is a boon to teachers. "I feel more supported in my role and more valued here because of the support and respect that the Teaching Pyramid instills."

Our Generous Donors

Individual Donors

Anonymous (3)
Sanford and Gay Abbey
Darlene S. Abel
Maxine Addison
Samuel and Mackenzie Albert
Frances Allen-Fintel
Jane Anderson
Janet Anderson
Wayne Andrews
Donnick Annese
Beth Aten
Eileen Atwood
Christopher Bailey
Thomas Bartlett
Daniel Basch
Bruce B. Bates
Katherine Bello
Toby Berke
Ann M. Blauvelt
Kathleen Boje
Anne Brayer
Donna Breen
Mr. and Mrs. Joseph C. Briggs
Peter Brown
Michelle Buschner
John Buttrill
Paul Callaway
Fernan Cepero
Sandra Cerra
Lynn Chauvin-Bezinque
Ann Chazan
Donald Cherr
Gerald Clifford
Jillian Coffey
Alissa Cogan
Nancy Consol
Joyce Crofton
Lorena Cutt
Norarose DeMarco
Amanda Devito
George Drechsler
Mary Drechsler
Bernard and Marsha Dumka

Carolyn and Wolfgang Ettinger
Pamela Ferguson
Karolina Fero
Cynthia Forslund
Mary Anne Fox
Pamela Frame
Doris Frame Braine
Barbara A. Frank
Lauren Frank
Margaret Freeman
Betsy Friedman
Daphne Futerman
Betsy Garrett
Richard J. Garrett
Dan and Kitt Goodwin
Adele Gorges
Bill and Patricia Graff
Newton Green
Norene & Laurence Green
Blaine D. Grindle
Michelle Halloran
Paul Hammer
Susan Hartwell
Linda and Dirk Hightower
Joan Hopkins
Robert Hotchkiss
Paula Howk
Gary Hoyle
Jane W. Hultberg
Ray Hutch
Edward and Patricia Ignarri
John Ilijevski
Jara Johnson
Kimberly Jones
Lois Jones
Maryanne Jones
Monika Katzel
Terra Keller
Kathleen Keogh
Susan Kessler
Meagan Kinsella
John Kriazides
Thomas Koehler
Joan Kohout
Todd Krauss
Janet Krolczyk

Robert and Diane Larter
Geoffrey Lawrence
Nancy Lee
Gary and Wendy Lehmann
Susan Lennon
Maryjane Link
Lynn M. Lubecki
Susan Lubecki
Paul Lucas
Frank and Cricket Luellen
Andrew MacGowan
Richard Markus
Bonnie Martin
Elizabeth Marvin
Amy McBride
Lisa McCabe
Brittany N. McGee
Mary McGowan
Mary Pat Mercer
Ann Merley
Jacob Metzger
Amy Michatek
Karen Montaglione
Jane Moore
Paul Moore
Carol Mullin
Tim and Sue Murphy
Brenda Murphy-Pough
Elizabeth Murray
Marcia Nabut
Monique L. Noble
Peter Obourn
Jenna Olbermann
Geoffrey Waitt Peters
Chelsea Podyma
Brunhilde Postler
Donna Purdell
Arthur and Wendy Quinn
Delores Ragsdale
Janet Reed
Anne Refermat
Barbara Reifler
Richard Reifler
James Renfrew
Jane Reynard
Elizabeth Rhody

Angela Robillard
Jeri Rombaut
Linda Rubens
Chris Ruisi
Susan Rupp
Andrew Saum
Wayne Scheible
Peter Schermerhorn
Peter Schiffrin
Christina Schweitzer
Richard and Jean Scott
Timothy Scott
Joseph Sergio
Glenn Shaw
Janice Silver
Leonard Singh
Renuka Simon
Felicia Smith
Joan Smith
Michael Smith
Hannah Solky
Suzanne and Theodore F. Spall Jr.
Eileen Spence
Rebecca Spence
Ronald and LaTanya Stamps
Elizabeth Steinberg
Muriel Steinberg
Georgine Stenger
Nancy Sternfeld
Lois Stevens
Kimberly Stolp
Jennifer Strassburg
Michelle Streicher
Mette Stromnes
Debbie Stuart
Dzmitry Sudnik
Linda Sullivan
Jennifer Takatch
Michelle Tourje
Linda Traphagan
Evan Tzimas
William Valenti
Robert Van Hise
Robert W. and Elizabeth S. Van Niel
Carol VanHoute
David Veniskey and Michelle Prince

Garry Vernon
Gretchen Voss
James Warner
Laurie Way
Diana Webb
Bruce and Kim Weick
Veronice Weider
Annette Weld
Kathleen Wlelehan
Judy White
Robert S. Whitmore
Peggy Wier
Ida Wilder
Jean Williams
Kevin Wilson
Nicole Wilson
Lillie Winston
Catharine Wise
Barry Wisset
Dwight Wormely and Lisa Elliott-Wormely
Jonathan and Andrea Zuegel

Foundation and Corporate Support

Amazon Smile
Amy Jenkins Cutler Fund
Andrew J. Kirch Charitable Trust
BackToLearn Media
Brighter Days Foundation
Brown & Brown
Buckingham Properties
Burton S. & Charles J. August Family Foundation
Canandaigua National Bank
Christian Flooring
Cobblestone Capital Advisors, LLC
Edna Jeanne Brush Fund-RACF
Excellus Health Foundation
ESL Charitable Foundation
Glover Crask Charitable Trust
Greenfield Fund
H&W Delivery
The Hartford
Hermann J. Wiemer

Heveron & Company CPA's, PLLC
HSA Bank
Imagine It Recycling Company
Innovative Data Processing Solutions
Jane Morgan's Little House
Joyce C. Crofton Charitable Gift Fund
KeyBank of New York
Lewis Tree Service
Lifetime Benefit Solutions
Marble Slab Creamery
Massie Family Fund-RACF
McCue Memorial Foundation
Morganstern DeVoesick PLLC
Nessler Trust c/o Brighton Securities
Network for Good
Normandy Corp.
NYS Parenting Education Partnership
Panache
Paychex
Presbytery of Genesee Valley
Rochester Area Community Foundation (RACF)
RACF Early Childhood Education Fund
RACF Playground Fund
Rite Aid Foundation
Rochester Press-Radio Club
Rochester's Child
Ronald McDonald House Charities
Ruth I. Morton Fund
Samson Fuel and Trucking
Sam's Club, Henrietta
Sentry Group
Sergeant W. & Catharine J. Wise Charitable Gift Fund
Stephen J Vega MD PLLC
STM Tuned
Taylor General Contractors
Ted Hosmer Inc.
Tomra NY Recycling LLC
Troon Properties
Unum Group
W.B. Mason
Webster Barber Shop
Wilson Foundation
Woodhouse Day Spa

Celebrating Kids, Changing Lives

RCN's four-acre campus is one of the largest green spaces in Rochester for the education and play of young children. While we love our 1950s-era home, it's due for major improvements! That's why RCN launched the \$1.2 million Celebrating Kids, Changing Lives Campaign.

"We took a long look at our facilities, inside and out," said Executive Director Dr. Lynn M. Lubecki. "We immediately saw the need to transform our playgrounds into modern, natural play areas. Natural playscapes stimulate creativity, build physical fitness, promotes self-confidence and even help children develop interests in science, math and the arts."

When kids and teachers are inside, they deserve comfortable learning spaces. "It's hard to learn, play active games or take a nap when it's too warm or too cold," noted Jo-Ann Halloran, RCN's Director of Children's Programs. "Our children will be much more comfortable with modern heating and air conditioning systems. And, we'll save money on utility bills, to re-invest in RCN's high-quality programs."



"We're looking to the historic generosity of the Rochester Community to enhance our facilities for our children today and in the future," said Campaign Chair Jennifer Takatch. "With comfortable classrooms and our amazing outdoor play areas, RCN will do an even better job of preparing children to succeed in school, and helping them realize their full potential in life."



Capital Campaign Donors

Ames Amzalak Memorial Trust
Mark Armbruster
Bruce B. Bates
Mr. and Mrs. Joseph Briggs
Hon. Harry Bronson
Brighter Days Foundation
Butler/Till
Davenport Hatch Foundation
Mary Drechsler
ESL Charitable Foundation
Betsy and Richard Garrett
Glover Crask Memorial Trust
B. Thomas Golisano Foundation
Greenfield Fund--RACF
Susan Hartwell
Jeff Hoffman
Daisy Marquis Jones Foundation
Meagan Kinsella
Thomas and Margaret Koehler
Robert and Diane Larter
Gary and Wendy Lehmann
John R. Lord
Lynn M. Lubecki
Frank and Cricket Luellen
Lisa McCabe
Amy Michatek
Sue and Tim Murphy
Elizabeth Murray
Marcia Nabut
RACF Playground Fund
Barbara Reifler
Nancy Robinson
Jeri G. Rombaut
Carol Schlank
Muriel Steinberg
Jennifer Takatch
Robert and Ann Van Niel
David Veniskey and Michelle Prince
Garry Vernon
David Whitaker
Jean M. Williams
Kevin Wilson and Sami Sheehan