



ANNUAL REPORT 2019

Infant Welfare
Society of Evanston, Inc.

FROM OUR EXECUTIVE DIRECTOR

IWSE has had an eventful and exciting 2019. We continue to meet the needs of our children and families, walking alongside our parents to help ensure success and readiness for all early childhood students. IWSE has been moving forward with our strategic plan, implementing expansion and growth in the prenatal to 3 space and developing new collaborations and partnerships. We believe the services and programs at IWSE are helping to lead the way in 0-5 early childhood education and preparing our children and families for success.

IWSE has continued to operate two classroom-based programs serving 86 children and their families. These programs, which are both NAEYC accredited and designated with the ExceleRate Gold Circle of Quality, provide comprehensive full-day services to our families and children. As a delegate agency, we partner closely with the Federal Early Head Start grantee, School District 65, to serve the largest Early Head Start Program in the City of Evanston. We provide developmental screening and comprehensive educational, disability and mental health services. We focus on the social-emotional development of all our children and provide a nurturing, loving and supportive environment for them to thrive. Teen Baby Nursery, which focuses on parents ages 14 to 23 and their children, has operated for over 30 years and continues to serve the most vulnerable parents in Evanston, with a special focus on mentoring and support for our youngest families.

IWSE's Prevention Initiative Home Visiting model, funded by the Illinois State Board of Education, continues to partner with Skokie-Morton Grove School District 69 in an initiative called Ready for Success. Ready for Success is a comprehensive collaboration that focuses on a continuum of care from birth through elementary school. This 5-year grant will continue to serve children and families in the Skokie and Morton Grove communities and provide services for hundreds of children and families, many who are new immigrants and refugees in the community. IWSE and District 69 have begun implementation in 2019 of a research model in partnership with National Louis University, Northeastern University, Northwestern University and the University of California to demonstrate the impact and efficacy of home visiting services for our youngest learners and their families.

We have recently completed the construction of the "Tom Kendall Gross Motor and Play Space" that is accessible to all of the 70 children at our Baby Toddler Nursery. This construction project was generously supported by the Kendall Family Foundation and the City of Evanston's Community Development Block Grant. This project will provide critical indoor gross motor and play space during cold and inclement weather. We look forward to sharing and enjoying the space with our children, staff, families, supporters and friends.

We will continue to build strong, strategic partnerships and be advocates for quality early care and education with the help of volunteers, the IWSE board of directors, and community partnerships. We are very proud of the year's accomplishments and look forward to meeting the needs of our parents, staff and community.

Sincerely,
Stephen Vick, Executive Director

FROM OUR SITE DIRECTORS



It gives me great pleasure to be the Site Director of Baby Toddler Nursery. I am 16 years strong working with families, children and staff. My primary goal for the coming year and beyond is to ensure I am forming positive, responsive and supportive relationships with the family unit and staff. Developing positive relationships early on is critical to a child's social and emotional well-being, as well as brain development. When relationships are solid whether with families, children or teaching staff it enables us to create meaningful collaborative partnerships. I am committed to providing our most vulnerable age group of children high quality child care and education.

Sincerely,
Pamela Staples
Site Director of Baby Toddler Nursery



As the Site Director for Teen Baby Nursery and the Family Support Program, I appreciate the opportunity to work in a field that aids and supports the developmental growth of our youngest learners. It has been such a great honor to be in a role that has given me the ability to observe and understand the impact of high quality education for infants and toddlers and how that increases the chance of success in life. My commitment to our program is to further support the staff, children and parents in their educational journey and to provide the best care and education possible. Engaging parents in the early learning process has proven to be a strength for each child in all areas of development. I am passionate about this work and will continue to provide our children with high quality care and education, supporting them and their parents as they move towards success in their journey of life.

Sincerely,
Tiffany Culpepper M.Ed.
Site Director of Teen Baby Nursery and Family Support Programs

OUR FISCAL YEAR 2019: THE YEAR IN NUMBERS



155 children received high-quality early childhood education through our two center-based programs and our Family Support Program.



103 children were living in households at or below the federal poverty level.



150 children received regular developmental screenings. All center-based children had medical exams and dental screenings when age-appropriate.



116 classroom-based children were assessed and noted to make progress across developmental domains.



57 children were identified as needing support to address learning challenges.



57 children were connected to ongoing supports that address learning challenges.



150 parents reported more positive interactions with their children.



27 infants and toddlers of teenaged and young adult parents received services in our Teen Baby Nursery.



60 children were served by the home visiting program.

OUR ACCOMPLISHMENTS

✎ The Infant Welfare Society of Evanston signed MOU agreements with 7 research institutions including Northwestern University, Northeastern Illinois University, Erikson Institute, National Louis University, Northern Illinois University, University of Illinois at Chicago and University of California. These research partners are working with our Home Visiting program and The Ready for Success (RFS) Initiative in Skokie and Morton Grove. The RFS initiative has a birth through 3rd grade focus and helps children move through the transitions of early childhood to kindergarten. Our longitudinal research will follow children all the way through the 12th grade using a shared database between District 69 and Niles Township High School, District 219.

✎ IWSE held their 9th annual “Warm Your Palate” event raising over \$85,000 with 200 guests. During the event we honored our long-term staff, some with over 40 years of service. We also honored some of our past Board members of the organization.

✎ We completed construction of the Tom Kendall Gross Motor and Play Space which is a 750 sq. ft. indoor space for our infants and toddlers to play during cold and inclement weather. All 70 children at Baby Toddler Nursery will be able to utilize this space. We will also be able to use this location as a training and teacher development venue for over 30 teachers and staff. In addition, our special needs and developmental experts will use this space for gross motor and physical therapy.

✎ Both of our classroom-based facilities have maintained their NAEYC accreditation and are highly rated with the Illinois ExceleRate Gold Circle of Quality.

✎ The IWSE Home Visiting Program has served over 60 families in our new Skokie and Morton Grove community with Ready for Success, which serves predominantly immigrant and refugee low-income families. The Skokie and Morton

Grove community has few services for prenatal to three-year old infants and toddlers, we are working together to address this unmet need.

✎ In 2019, our Home Visiting staff, working as part of the Ready for Success initiative, was asked to move into the District 69 administrative building. This building became which has created our first official staff site in Skokie in over 110 years of our operations.

THE WAY WE WORK

✎ IWSE maintained its commitment to quality through our ratio of 3 teachers in the classroom for every 8 children.

✎ Every child was screened for delays or disturbances within 45 days of entry into the program and re-screened at regular intervals. Staff administers the Ages & Stages Questionnaire (ASQ3) and the Ages & Stages Questionnaire (ASQ: SE2) Developmental Screening Tool.

✎ Additional screenings occurred as warranted based on ongoing observation by staff and parents.

✎ Children with different learning and developmental disabilities were engaged in an inclusive early childhood education community that also incorporates families from all socio-economic levels.

✎ Every infant was assigned a primary care teacher responsible for changing, feeding and settling at naptime to strengthen their sense of security.

✎ Professional training was a major focus and is ongoing. Professional development opportunities were provided at all levels to expand their skills and knowledge of early childhood education.

**88% OF DONOR CONTRIBUTIONS GOES
DIRECTLY TO OUR SERVICES & PROGRAMS.**

FAMILY ENGAGEMENT

Our goal at IWSE is to establish a partnership with parents of the children in our programs. We are dedicated to maintaining open lines of communication. All of our families are encouraged to play an active role in the programming and structure of our organization including membership in a parent policy council.

In addition to parent/teacher conferences, IWSE has monthly parenting workshops and educational programs on such topics as financial literacy, infant mental health, and parent/child relationship building.

Other opportunities for involvement include volunteering in the classroom, participating in “Week of the Young Child” activities and classroom social events which have included musical performances, cookouts and dance lessons.

Once again, families from our community participated in the Family 2 Family Holiday Gift program. Families adopted less fortunate IWSE families to brighten their holidays.

**WE PROVIDE
FAMILIES THE
EDUCATION &
TOOLS TO SUCCEED
IN AND OUT OF
THE CLASSROOM
AND BEYOND.**



COMMUNITY ENGAGEMENT

IWSE's close cooperation with other early childhood educational programs improves the quality of each program. In 2019, IWSE joined with 9 other Evanston non-profit organizations called "The Collective" in a grant by Evanston Cradle to Career and The United Way. These organizations have taken on the challenge of creating systems-wide change and increasing interaction and engagement of all of these organizations. In 2019 over 200 staff from 9 organizations came together for a full day cross-training and dialogue about the shared purpose and opportunity that exists to impact families and children.

Each IWSE site has a Family Advocate who works closely with families to resolve problems they face such as homelessness, unemployment or domestic disturbances. Family Advocates make referrals to local agencies and assist families in identifying community resources they need, including the Moran Center, Metropolitan Family Services, Connections for the Homeless, Bundled Blessings, Family Promise, and many more.

The IWSE Executive Director, Stephen Vick serves as the chair of the Evanston Early Childhood Council (EECC). They regularly meet in Evanston and work with over 40 early childhood centers, both full day and half day programs throughout the city.

Left: Northwestern University students helped beautify our grounds and gardens at IWSE.
Right: IWSE hosted a luncheon for our volunteers.



**“IWSE IS MORE THAN A DAYCARE FACILITY.
WE STRIVE TO SERVE THE NEEDS OF OUR
COMMUNITY.”**

HEALTH AND SAFETY

Health, safety and nutrition are of paramount importance in our early childhood sites. We maintain accurate records of physicals and immunizations. Parents are reminded regularly of the importance of wellness and are encouraged to attend workshops on nutrition and other wellness practices. Additional supports are provided by the services of a Health Consultant and a Speech Therapist.

IWSE has a Developmental Services Coordinator and Mental Health Consultant who meet with the teaching staff to discuss therapies and strategies for coping with children with special needs. Every child's development is assessed with the parent by the 4th day of their enrollment. Any lags in development, either social emotional, communication or physical are discussed with the parent. Individualized activities are provided for children to address any areas of concern. Parents have a variety of options including a referral to Early Intervention, having their child participate in small group therapies and an opportunity to meet with the clinical psychologist on staff. Children are then monitored monthly in all domains, including health, in monthly multi-disciplinary meetings.



“THE PARENT WORKSHOPS WERE INCREDIBLY HELPFUL IN LEARNING MORE ABOUT THE HEALTH OF OUR CHILDREN.”

**IWSE CREATES A
SUPPORTIVE AND
SAFE ENVIRONMENT
FOR CHILDREN TO
DEVELOP, LEARN,
AND ENGAGE.**

SCHOOL READINESS

To prepare the children at our sites for kindergarten readiness we focus on five domains:

- ✿ Approaches to learning
- ✿ Social-Emotional Development
- ✿ Language and Communication
- ✿ Cognition
- ✿ Perceptual Motor and Physical Development

With these in mind, activities are planned for the children and individualized to each child's needs. Each child has an education plan based on tasks appropriate for his/her age and developmental level. Early literacy is a primary goal and children are read to regularly and "read" to themselves. Parents are encouraged to read to their children frequently at home and asked to complete logs on time spent reading.



OUR TEAM

LEADERSHIP AS OF JUNE 30, 2019

Stephen Vick
Executive Director

Buket Ozer
Director of Administration

Nancy Phillips
Director of Development & Communications

Cara Strong
Finance Manager

Pamela Staples
*Site Director,
Baby Toddler Nursery*

Tiffany Culpepper
*Site Director, Teen Baby Nursery
& Family Support Program*

Nikaya McWilliams
*Assistant Site Director,
Baby Toddler Nursery*

VOLUNTEERS

Classroom:
Sandra Cohrs
Maria Fowkes
Judith Rosenthal
Mary Beth Roth
Barbara Schechtman
Sally Schwarzlose



DEVELOPMENT COMMITTEE

Julia Rancke
Marsha Richman
Beth Bodan
Louise Keely
Terri Drews
Helen Hilken
Ann Mommsen
Joanne Edid
Kerri-Simone Adedeji

BOARD OF DIRECTORS

Marsha Richman
President

Shelley Keller
Vice President

Robert Jones
Secretary

Jack Close
Co-Treasurer

Nicole Van Laan
Co-Treasurer

Steve Adams

Kerri-Simone Adedeji

Beth Bodan

Laura Born

Lauren Dempsey

Terry Drews

Tyrie Gardner

Katherine Gillies

Arden Handler

Richard Hemwall

Angela Kalb

Louise Keely

Paula Laboy

Frank Moy

Gabby Nagle

Julia Rancke

Julie Trester





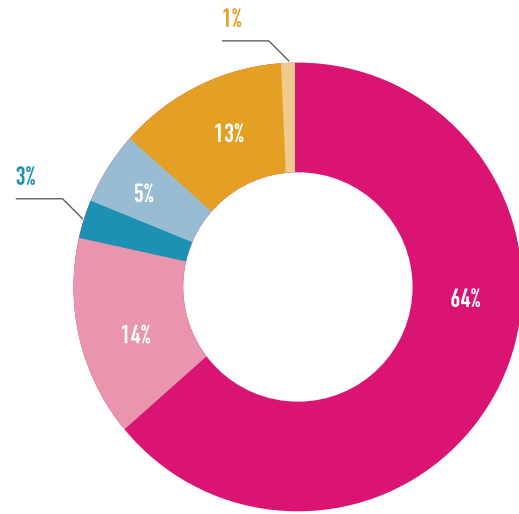
Infant Welfare
Society of Evanston, Inc.



FINANCIAL INFORMATION (AUDITED) JULY 1, 2018—JUNE 30, 2019

Revenue

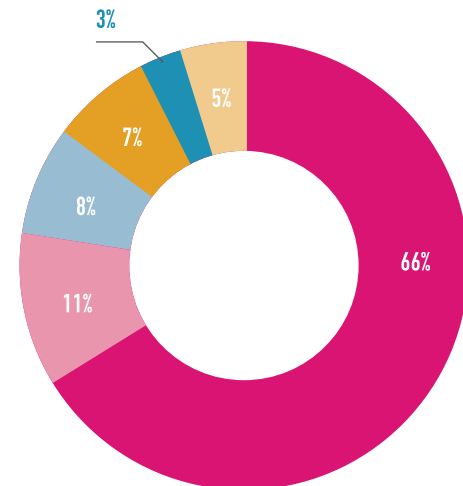
Grants from Government Agencies	\$1,618,473
Contributions and Grants	360,741
United Way Contributions	70,000
Special Events and Fundraising Activities	137,542
Program Service Fees	318,919
Investment and Other Income	24,765
Total	\$2,530,440



- Government Grants
- Contributions & Grants
- United Way
- Events & Fundraising
- Program Service Fees
- Investment and Other Income

Expenses

Salaries	\$1,743,566
Benefits	290,799
Contractual Services	82,200
Occupancy/Communications	200,561
Supplies	190,017
Other Expenses	120,466
Total	\$2,627,609



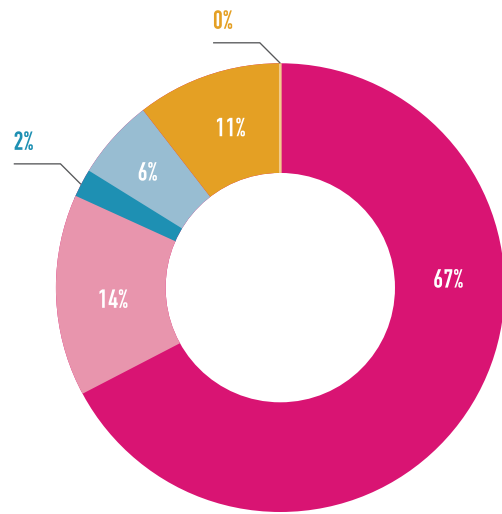
- Salaries
- Benefits
- Contractual Services
- Occupancy/Communications
- Supplies
- Other Expenses

Administrative rate 12%

FINANCIAL INFORMATION (BUDGET) JULY 1, 2019—JUNE 30, 2020

Revenue

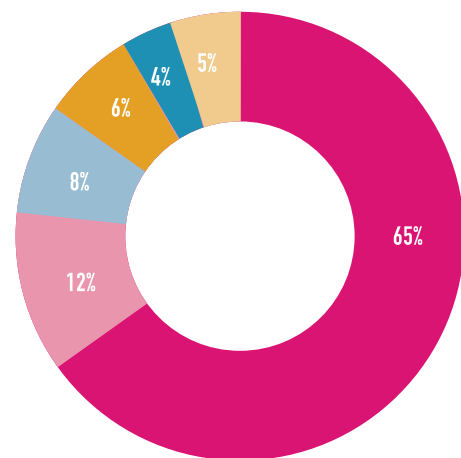
Grants from Government Agencies	\$1,889,466
Contributions and Grants	405,000
United Way Contributions	57,400
Special Events and Fundraising Activities	164,500
Program Service Fees	295,772
Investment and Other Income	2,535
Total	\$2,814,673



- Government Grants
- Contributions & Grants
- United Way
- Events & Fundraising
- Program Service Fees
- Investment and Other Income

Expenses

Salaries	\$1,854,555
Benefits	334,752
Contractual Services	110,776
Occupancy/Communications	223,398
Supplies	190,280
Other Expenses	138,493
Total	\$2,852,254



- Salaries
- Benefits
- Contractual Services
- Occupancy/Communications
- Supplies
- Other Expenses

Administrative rate 10%

THANK YOU TO ALL OF OUR DONORS, COMMUNITY PARTNERS AND SUPPORTERS!

Illinois Department of Human Services

Illinois State Board of Education

Illinois Department of Children and Family
Services

Community Development Block Grant
(CDBG)

First United Methodist Church Bundled
Blessings

Childcare Network of Evanston

City of Evanston: Mental Health Board

Evanston Township High School

United Way of Metro Chicago

Kenilworth Union Church

Evanston School District #65

Skokie School District #69

Morton Grove School District #70



**INFANT WELFARE
SOCIETY'S MISSION IS
TO DELIVER
EXCEPTIONAL CARE AND
EDUCATION FOR INFANTS
AND YOUNG CHILDREN
AND SUPPORT FAMILIES'
EFFORTS TO BE
EFFECTIVE PARENTS AND
ADVOCATES IN THEIR
CHILD'S LEARNING AND
DEVELOPMENT.**

OUR WORK

The Infant Welfare Society of Evanston serves Evanston and its surrounding communities with programs that nurture, support, and educate the whole family.

IWSE runs two full-day, NAEYC accredited child care and early education facilities — Baby Toddler Nursery and Teen Baby Nursery — and provides comprehensive parenting support and education through our Family Support Program. In our centers, we keep our class sizes small, encourage family participation, and celebrate each child's uniqueness and individuality. Family Support strengthens at-risk families by giving them the tools to be successful.

We aim to act as an advocate, care-taker, and champion for all of our children. We believe that all families deserve access to high-quality care and early childhood education. We serve families of all socioeconomic levels, so their children can enter kindergarten ready to learn. No matter the level of need, there is a place for your child and your family at IWSE.





Infant Welfare
Society of Evanston, Inc.

Baby Toddler Nursery & Administrative Offices
2200 Main Street • Evanston, IL 60202
www.iwse.org • 847.491.9650

Family Support Program
5050 Madison Street • Skokie, IL 60076
847.864.2324

Teen Baby Nursery
2010 Dewey Avenue • Evanston, IL 60201
847.864.6945