



2019 ANNUAL REPORT

Contents

❖ Welcome to Little Flowers

Our Story

❖ Inside Our Classrooms

❖ Our Mission and Vision

❖ A Message from Our Board President

❖ A Message from Executive Director

❖ Family Services

❖ 2019 Highlights

❖ Data Drives Our Program

❖ Collaborations

❖ Our Donors

❖ Financial Report



To Little Flowers!

“Many things can wait...Our children cannot...” The most formative years of a child’s life are from birth to three. However, the long-term effects of exposure to poverty, unemployment, crime, violence, abuse/neglect and drugs can have an adverse effect on a child and lead to major health issues, school related problems and problems in adulthood.

“National research shows that more than 60 percent of American children have been exposed to crime, abuse and violence—many in their own homes. Ten percent of children in the United States have suffered some form of abuse or neglect and 1 in 16 has been victimized sexually.”

Little Flowers Early Childhood and Development Center, Inc. (Little Flowers) was established in 2008. The founder is a licensed graduate social worker with over 20 years of providing clinical services to disadvantaged and vulnerable children and adults in the city of Baltimore and over 10 years of experience in early childhood and development.

Little Flowers is located in the Sandtown Winchester community of west Baltimore City. Sandtown is a community that has been plagued by almost every urban ill (poverty, unemployment, health problems, low student achievement, illiteracy, teen pregnancy, substance abuse, and more recently, the Freddie Gray Riots, which set the community back even more.) 50.3% of the families live at or below the poverty limits, 86.8 % of the children live-in single-family households and 20.7% of the families are unemployed.

Inside Our Classrooms



Infants and toddlers, ages 6 weeks to 3 years old: Little Flowers uses the OUNCE Scale, which is an assessment tool that enables caregivers and families to monitor their child's development, and the Creative curriculum, which is a comprehensive curriculum with a clear organizational structure and a particular focus on routines and experiences. We focus on building social/emotional skills that serve as the foundation for learning and that last a lifetime.



Preschool, ages 3, 4 and 5 years old: Little Flowers uses the Early Learning Assessment, which allows early childhood teachers and care-providers to collect and use assessment information to tailor instruction to the individual needs of each child. Our preschool classrooms use the Creative Curriculum, which is a comprehensive curriculum with a clear organizational structure and a particular focus on routines and experiences. We focus on building social/emotional skills that serve as the foundation for learning and that last a lifetime.



Little Flowers also has two State Funded, Free Pre-K 4 classrooms. Prekindergarten is a program for four-year-old children who are from families that are economically disadvantaged or homeless. The overall goal of prekindergarten is to provide learning experiences to help children develop and maintain the basic skills necessary to be successful in school. The Prekindergarten program provides appropriate experiences that address the needs of young children in the areas of language and literacy, mathematics, social foundations, science, social studies, fine arts, and physical well-being and motor development.

Our Pre-K 4 classrooms use the Children Study Their World (CSW) curriculum. CSW is an early childhood curriculum for 4-year-olds, based on principles of project-based inquiry and driven by evidence-based practices that build teacher capacity and support successful implementation. It consists of eight interdisciplinary, content-rich projects that build upon children's knowledge and increase in complexity. Each project supports children's common understanding of a topic and nurtures their innate sense of curiosity and discovery about their world. CSW was created by the Center for Early Childhood Education and Intervention at the University of Maryland. Funding for CSW was provided through a grant from the Maryland State Department of Education.



Generation Recharge (G.R.A.S.P) is our before, after school, summer and weekend enrichment program for school-age children, ages 4 to 14. G.R.A.S.P operates early morning hours and extended evening hours so that our program provides a safe, nurturing, learning environment that focuses on education, teamwork and leadership skills. Furthermore, G.R.A.S.P. children get the opportunity to explore Theater, Chess, Step, Boxing, Martial Arts, Music, Creative Art, and Science, Technology, Engineering, Math (via the use of a research-based S.T.E.M curriculum).

Our Mission

Little Flowers Early Childhood and Development Center, Inc. recognizes that children are our future. Therefore, it is our mission to improve the lives of children by employing a holistic approach to education. In doing so, we are committed to promoting growth in our children through quality education and early intervention, enrichment, parent involvement and collaborations. In addition, we see the importance of positioning children where they can be successful by providing them with safe, nurturing and clean learning environment.

Our curriculum is designed to foster the social, emotional, intellectual, and physical needs of the children we serve.

We believe that children need to be actively involved in learning through play, with opportunities to explore, experience and succeed.

Staff development is a central focus of Little Flowers' program, enabling teachers and assistants to provide comprehensive services for children and families and to assist in the on-going evaluation and improvement of staff as well as the total program.

Our Vision

- ❖ Education & Enrichment
- ❖ Professional & Program Development
- ❖ Parent & Community Involvement
- Diversity & Inclusion

Letter from the Board President

Dear Friends,

As you know Little Flowers has been a premier provider of high-quality early childhood education in the Sandtown community of Baltimore for more than 10 years. The efforts of the leadership and staff of Little Flowers continue to have great impact in the community; this work is urgent, necessary and would not be possible without the continued support of our local community, donors and other partners.

In 2019 the Board was focused on one primary goal: to position Little Flowers to continue its efforts to increase the quality of early childhood education in the Sandtown community, a community that is deserving of the best but often does not have the access needed to reach its full potential. To facilitate this work, we aimed to seek feedback from the staff, parents and local community partners and held our first strategic planning session. This session provided us with a clearer path to execute the vision and mission the Executive Director has set forth for Little Flowers and we are excited to continue this work in 2020 and beyond.

We are fortunate to have an Executive Director that is genuine in her passion and care. We are fortunate to have staff that are willing to sacrifice and display unmatched desire to be the best. We are fortunate to have parents that are committed to ensuring their children receive the best care and education from Little Flowers and are willing to work with us to realize our dreams. We are fortunate to have local and community partners and donors that are willing to give their time, expertise, ideas and money to help us reach our goals. Our successes in the past year speak for themselves:

- Our staff are entering and completing Associates and Bachelors level coursework. This creates a foundation for our staff (in most cases residents of the community we serve) to realize higher earning potential long term.
- Our students are thriving academically and socio-emotionally. Many are successfully performing in public and private schools after leaving Little Flowers.
- Little Flowers is one of few early childhood education programs in the State to earn the Maryland Excels Level 5 distinction; no other program in Sandtown has this recognition.
- We are continuing our efforts to increase our services to ensure we meet the needs of our children in a holistic manner which involves our continued efforts to provide nutrition, mental health, trauma support and high quality, accredited academic content.
- Aggressively working to broaden and improve our development efforts to provide funding for future initiatives. In 2019 we raised \$36,631.85 in charitable gifts.

We cannot lose our momentum! There are opportunities ahead that will allow us to expand our program to other communities in Baltimore City and in doing so have a greater impact on deserving children and families. The time is now, our children cannot wait.

It is a privilege to serve with the Board of Little Flowers; the best is yet to come!

Sincerely,

Tracy Curry, MA, SPHR, CCP



Board President

Letter from the Executive Director



Dear Friends,

Thank you for making 2019 yet another remarkable year for Little Flowers! This was a very challenging year as we moved in new directions with strategic planning and funding development and increasing our overall visibility. This year also marked another year of service for the community and to our most precious prize...Our children. Our children are moving on to public and private schools confident and ready to learn, and moreover, with the social emotional skills they need to thrive in school and in life.

As we close our program year, I would like to acknowledge a few program highlights:

- ✚ **Little Flowers earned the highest level (Level 5) with Maryland Excels**
Maryland EXCELS is a quality rating and improvement system that awards ratings from 1 to 5 to childcare and early education programs based on nationally recognized standards and best practices.
- ✚ **Little Flowers was awarded for the 3rd year the Pre-K expansion grant**
This state-funded grant will expand access to high-quality prekindergarten for three-year and four-year-old from families with household incomes up to 300 percent of Federal Poverty Guidelines (FPG).
- ✚ **MECU community grant funding**
The cash grants assist organizations in producing free-to-the-public special events for the communities and residents they serve. The MECU Neighborhood Event Grants program is supported by presenting sponsor MECU, Baltimore's Credit Union, the Baltimore City Department of Housing & Community Development.
- ✚ **2019 Celebration of Life Cotillion**
- ✚ **Maryland Accreditation (Furman and Fremont)**
Maryland Accreditation is a process in which programs commit to continuous quality improvement, to benefit children, families and staff. ... The Standards continue to define quality program practices and assist programs in the process of continuous improvement.
- ✚ **Increased Marketing and Visibility**

Staff and Professional Development

We hired a Family Service Coordinator, who uses her diverse skills in education, mental health and business to make remarkable improvements in student retention, parent engagement, communication, and enrollment.

Three of our staff were approved for funding through the Child Care Career and Professional Development Fund (CCCPDF) - a tuition assistance program for childcare providers to obtain a college education at participating colleges/universities in Maryland.

Our ongoing goal is increasing our services and trauma-informed approach to education. Focus on data collection and outcomes. Professional and career development. Program stability.

While Little Flowers is growing and making a difference in the lives of the children and families in Sandtown. We still need you!!! I know we can make this possible! Don't stop supporting us, WE NEED YOU! Give us your talents, WE NEED YOU! Help us give our children a chance. WE NEED YOU! Don't ever stop caring about the MOST vulnerable people in the world, our children.

Thank you for wholeheartedly being a part of the Little Flowers family. We are looking forward too much more in 2020!

Sincerely,



Crystal Hardy-Flowers, LMSW

Executive Director

FAMILY SERVICES



Hello, my name Ms. Angela. As the Family Service Coordinator, I work on building our children and family strengths to support school readiness goals and success in life. I work in partnership with education and disabilities team members, recruit and enroll children and develop and implements Individualized Family Partnership agreements with parents.

I serve as the community liaison for the program. Plan family activities and promote family engagement.

In addition, I help connect families with housing, healthcare, counseling, education or rehabilitative services, and ensure all children are receiving the support services they need to learn and grow.

2019 Highlights

HEALTH AND WELLNESS



COMMUNITY



2019 CELEBRATION OF LIFE





Financial Report

In 2019, Little Flowers Early Childhood and Development Center Inc. (Little Flowers) employed 32 people. In addition, Little Flowers provided childcare services for over 200 students throughout the year. Extended summer funding of \$57,407 through PreK Expansion allowed Little Flowers to provide services to 4 and 5-year-olds throughout the summer.

2019 was a year of strategic and operational progress that demonstrated Little Flowers' commitment to education, enrichment and early intervention for many children and families.

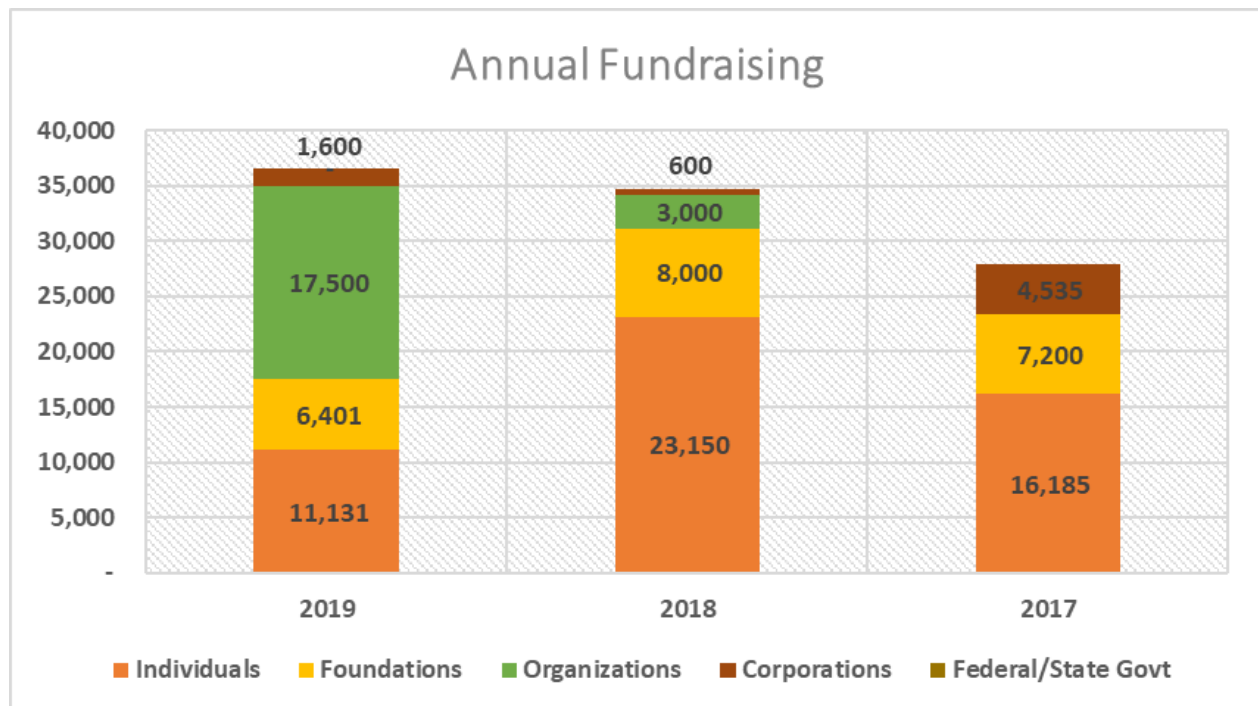
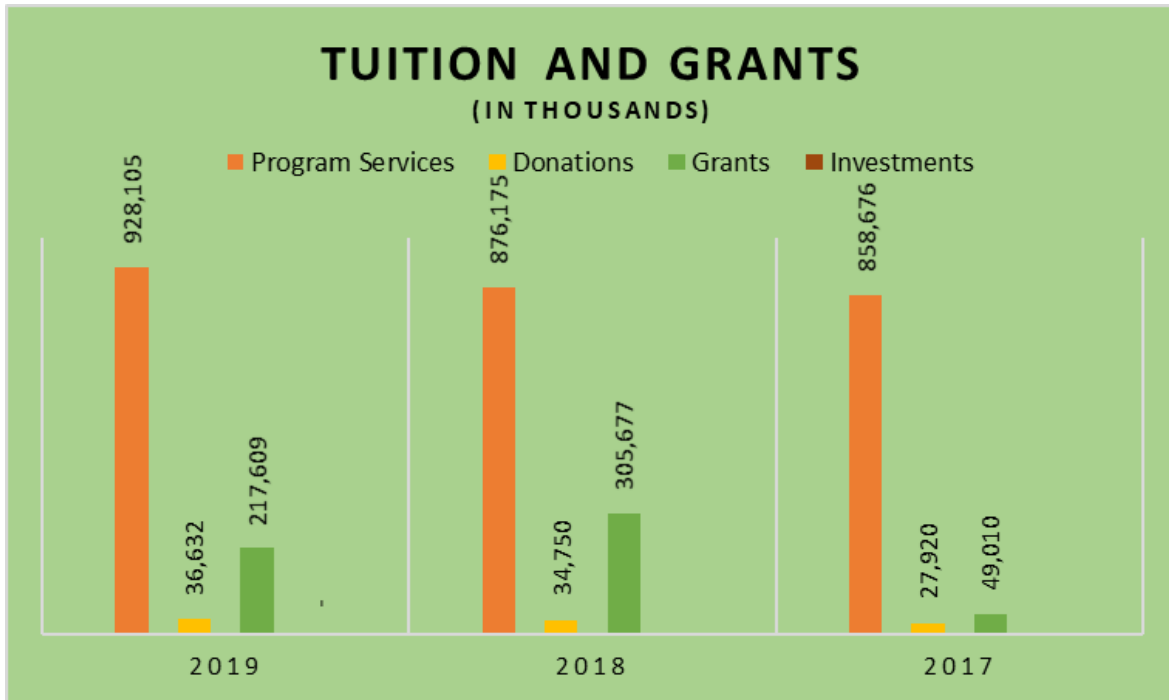
Our fundraising campaign for 2019 was our most successful as we reached a great amount of donors and with our enhanced marketing materials was able to attract a wider audience.

Little Flowers Early Childhood and Development Center provides serves to children ages 6 weeks to 12 years. Our greatest area of service is for the School Age. Over 60% of our funding comes from the State of Maryland which we are heavily dependent upon to maintain successful daily operations.

We have estimated we need an additional \$100,000 to in order to maintain our Family Services Coordinator and be able to hire a Mental Health Counselor that can provide on-site services. Also, these funds would be utilized for parenting workshops and trainings.

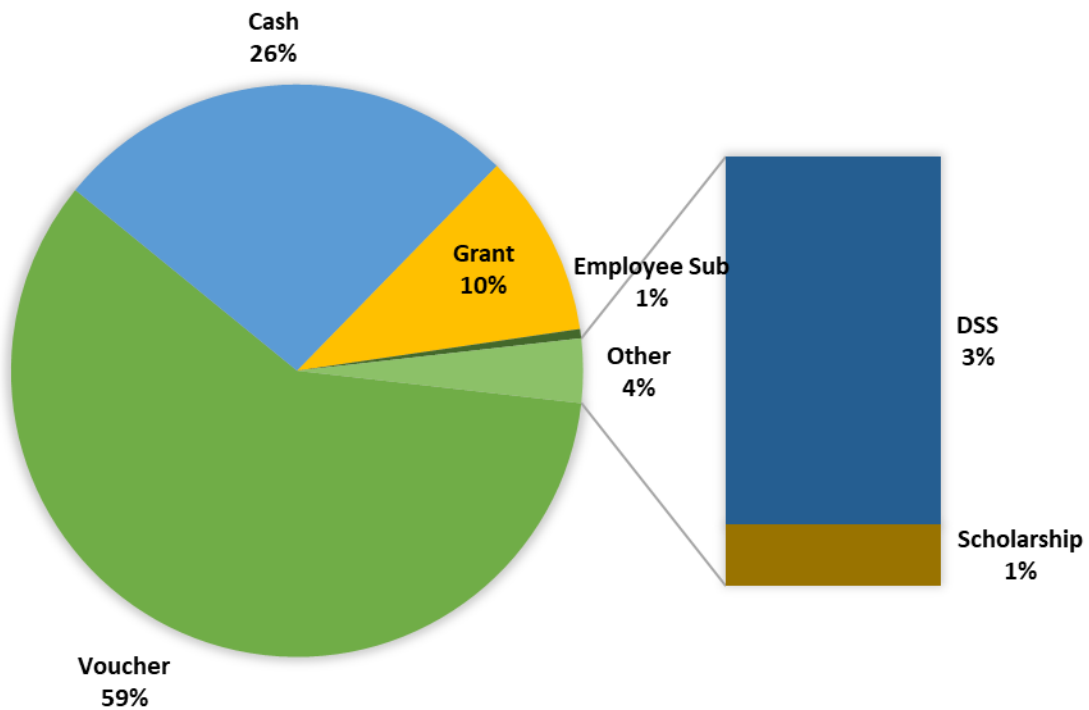
DATA DRIVES OUR PROGRAM

Tuition and Grants in 2019 totaled \$1.1 million.

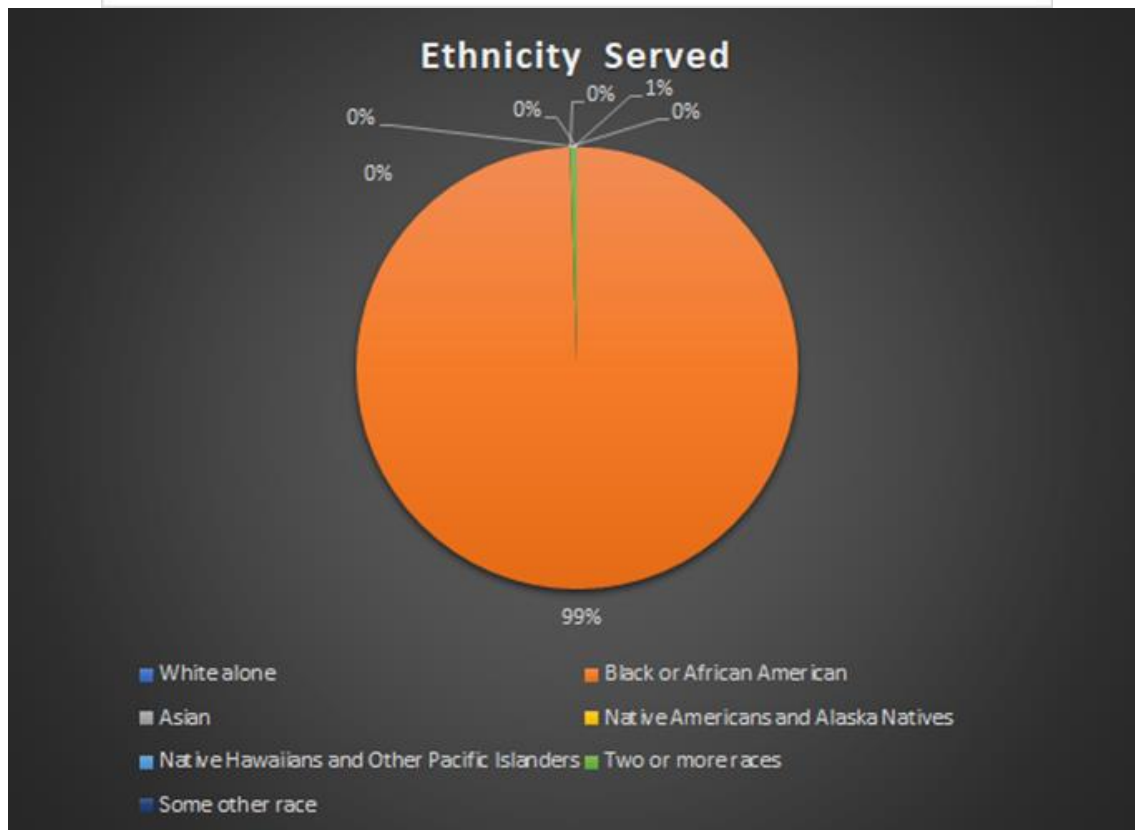
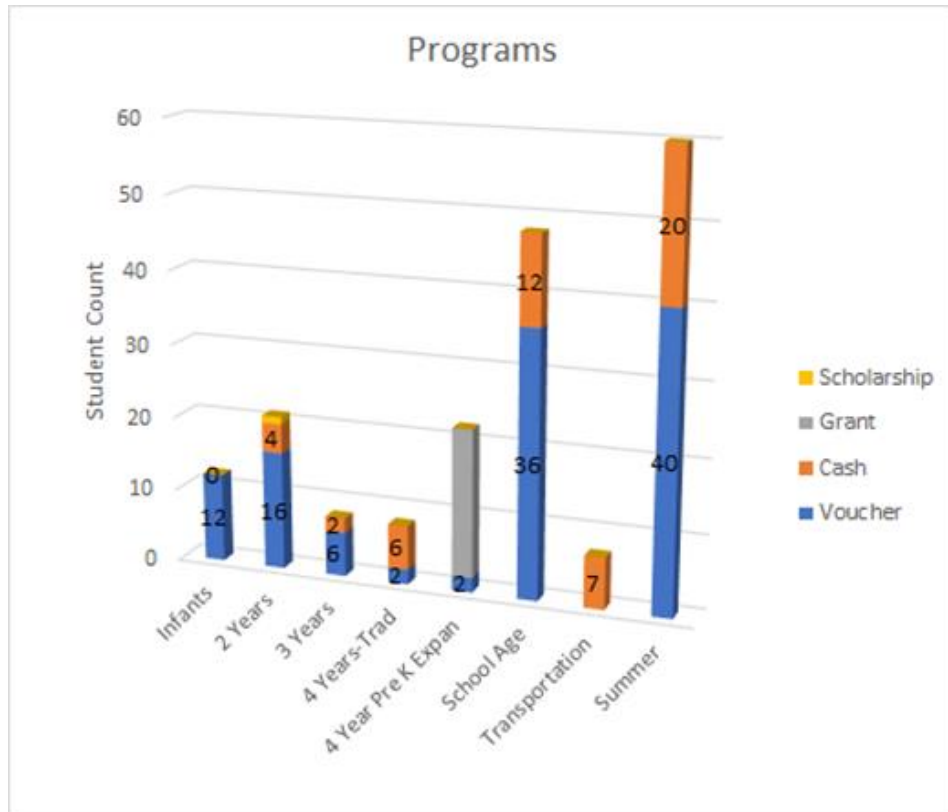


DATA DRIVES OUR PROGRAM

FUNDING SOURCES



DATA DRIVES OUR PROGRAM



Total Donations Raised in 2019

\$36,631.85

Susan Thorne Hill	Lachelle A. Rice
Linda Brown	James A Blackwell
Jennifer Lamb-Taylor	Robert M. Sheenan Jr.
Robert MacDonald	James Marth
Angela Pollitt	Andrew Freeman
Gracy and Joseph Howell	The Rick and Constance Soloway Charitable Fund
Ellen Jacob McDaniel	Nesbitt Blaisdell
Robert MacDonald	Bessemer Trust
Ralph Randall	Malill LLC
Network for Good	Marcia Cephus
Robert MacDonald	Mary Hughes
John and Mary Stapleton	Emmanuel United Methodist
QOL Communications Service LLC	
DTH Early Start	
Edwin and Priscilla Delong	
Randall Russell	
James Marth	
John and Mary Stapleton	
Kimberly's Pink House LLC	
Douglas Lent	

Financial Report

2019 Income and Expenses

	2019	2018
Revenue		
Contributions & Grants	\$ 227,319.71	\$ 296,160.56
Program Services	939,020.16	894,500.82
Investment Revenue	-	-
Fundraising Revenue	36,631.85	34,750.00
Total Revenue	\$ 1,202,971.72	\$ 1,225,411.38

Functional Expenses

Program Service Expenses	\$ 362,220.63	\$ 390,085.25
Salaries Wages & Benefits	712,167.75	\$ 601,328.72
Management & General Expenses	59,450.06	65,542.52
Fundraising Expenses	19,234.00	32,331.53
Total Expenses	\$ 1,153,072.44	\$ 1,089,288.02

Balance Sheet

Operating Cash	\$ 73,079.52	\$ 39,888.07
Contributions & Grants Cash	32,603.50	53,026.64
Accounts Receivable	107,613.95	75,663.18
Other Current Assets	12,338.25	11,610.25
Land Buildings & Equipment	104,992.04	104,092.05
Investments	-	-
Total Assets	\$ 330,627.26	\$ 284,280.19

Liabilities	\$ 13,719.20	\$ 15,667.54
Unrestricted Net Assets	316,908.06	268,612.65
Temporarily Restricted Net Assets		
Total Liabilities & Net Assets	\$ 330,627.26	\$ 284,280.19

Board of Directors

Officers

President

Tracy Curry

Vice President

Evona Hebb

Treasurer

Kimberly Lambert (acting)

Secretary

(Vacant)

Members

Mary Hughes

Beatrice Williams

Ramona Green

Volunteer

Susan T. Hill

Collaborations

- Baltimore City Child Care Resource Center
- Baltimore City Department of Social Services-Work Program
- Baltimore City Public Schools
- Infants and Toddlers
- State of Maryland Purchase of Care Program
- Child and Adult Care Food Program
- The Archdiocese of Baltimore
- KRA (work program)
- Youth Works
- Maryland Excels (Breakthrough Center)
- The Dru Judy Centers - Dorothy I Height Elementary School
- Jubilee Arts
- The Children's Scholarship Fund
- Maryland Family Network
- Emmanuel United Methodist Church Laurel
- A.M.E.S Memorial United Methodist Church /Resurrection Sandtown
- Glen Mar United Methodist Church