



Florence Crittenton Services

**Educating, Preparing, and Empowering
Teen Mothers and Their Children**

ANNUAL REPORT



JULY 1 2021-JUNE 30
2022

Leadership Team



Regina Kolc, CFO



Desta Taye-Channell, President & CEO



Donica Snyder, Director of Student and Family Support Services



Theresa Garcia, Director of Development



Joshua Howard, Florence Crittenton High School Principal



MonaLisa Martinez, Director of Early Childhood Education Center

Dear FloCrit Community,

I would like to begin with a heartfelt thank you for the ways you have made the work we do at Florence Crittenton Services possible. This past year has been about reinstating the new normal as we continue to assess the lasting impact of the pandemic while looking for new opportunities to serve FloCrit teen mothers. One of these opportunities includes securing safe and affordable housing for teen families, as the economic challenges of the past few years have made the shortage of affordable housing extremely evident. Last school year, we served 71 of our moms with housing services ranging from rent assistance, eviction prevention, housing application and emergency shelter/transitional support. This year, through January, we have served 66 young moms. Our efforts to find key partnerships such as Denver Housing Authority and Warren Village have allowed us to place about a dozen moms in housing in the past two years. Community partnerships are vital for creating a wraparound service that offers continuity of care for the purpose of strengthening outcomes for the moms we serve. Our vision is to continue to build our housing muscles so that FloCrit mothers can have safe and reliable places to live.

Further, the challenging economy has created a legitimate competition between work and education for our high school moms. Higher wages become necessary to pay bills and purchase essentials, while school attendance is impacted as many teen moms need to work more hours. I want to take this time to give a shout out to all FloCrit moms who are resilient, strong, hardworking, and determined to manage their responsibilities while navigating their challenges, Phoenix Style. Their tough reality demands them to continue to be parents, adults, and students every day. It is an honor to lead the efforts of engaging our community to provide the gaps that support them in this journey. Because of your patronage, we continue to find ways to assist teen mothers with housing needs, exploring opportunities for livable wages, transitioning after high school, and with childcare. Meanwhile, our partnership with DPS provides high school education, GEDs, and post-secondary support that lead them toward self-sufficiency.

FloCrit's strength is in our ability to adapt our service model to make sure that every mom and her child can address severe gaps related to income disparity, so that the path to education and career is not interrupted but more accessible. We are excited to continue meeting the ever-changing needs of Denver teen families. I invite your continued support to change the lives of two generations of future leaders, doctors/nurses, lawyers, teachers and parents of our community!

Sincerely,

Desta Taye Channell
President & CEO of Florence Crittenton Services



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/// MISSION ///

Florence Crittenton Services exists to educate, prepare, and empower teen moms and their children.

1

Student Family and Support Services

Provides customized wraparound services for teen moms and assists in connecting them with community resources to address barriers and needs.

2

Early Childhood Education Center

Awarded 4 stars by Colorado Shines, the ECE Center can serve up to 108 children from ages 6 weeks through preschool and follows Head Start and Early Head Start curriculum.

3

Alethia E. Morgan Health Center

Operated by Denver Health in partnership with Florence Crittenton Services and Denver Public Schools, allowing teen mothers to access free health care for themselves and their children.

4

Florence Crittenton High School

A designated ADPS Pathway High School that offers a well-rounded education for pregnant and parenting students in grades 9 through 12.

/// ABOUT US ///

Florence Crittenton Services of Colorado is committed to educating, preparing, and empowering teen mothers and their children. Using a comprehensive and evidence-based approach, Florence Crittenton Services offers a spectrum of wraparound services to the entire teen family, including education, health/wellness services, career guidance, and parenting training through Florence Crittenton High School, the Early Childhood Education Center, and the Student & Family Support Program. Florence Crittenton Services has forged a unique public-private partnership with Denver Public Schools (DPS) for 37 years and has been established for over 130 years.



/// AT A GLANCE ///

FLORENCE CRITTENTON SERVICES POSITIVELY IMPACTED:

125

FLORENCE CRITTENTON
HIGH SCHOOL STUDENTS

135

INFANTS
AND
TODDLERS

22

GRADUATING
SENIORS

STUDENTS FROM

42

ZIP CODES

FLORENCE CRITTENTON HIGH SCHOOL

90%

OF GRADUATING SENIORS
COMPLETED A
POST-SECONDARY PLAN WITH
OUR TRANSITIONS ADVOCATE

4

CERTIFICATIONS OFFERED TO
STUDENTS INCLUDING NURSING
ASSISTANT, CHILD PHLEBOTO-
MY, MEDICAL OFFICE ASSISTANT,
AND INTRO TO EARLY
CHILDHOOD EDUCATION

EARLY CHILDHOOD EDUCATION CENTER

100%

OF CHILDREN WERE REGULARLY
SENT HOME WITH NEW BOOKS
AND EDUCATIONAL ACTIVITIES
TO ENJOY ATWITTH
THEIR PARENTS



THE EARLY CHILDHOOD
EDUCATION CENTER
MAINTAINS A FOUR-
STAR COLORADO SHINES
RATING

STUDENT & FAMILY SUPPORT PROGRAM

17

TEEN MOMS WERE PLACED
IN LONG-TERM OR
PERMANENT
HOUSING

155

YOUNG MOMS
CONNECTED TO BOTH
ON AND OFF-SITE
SERVICES

/// ACADEMIC SUCCESS ///

This year, 22 of 28 seniors (79%) completed high school. This is over double the national graduation rate of 38% for teen moms before the age of 18. Nine additional moms completed their General Equivalency Diploma (GED). Most of the 2022 graduates had post-secondary plans, including attending Emily Griffith Technical College, Community College of Denver, Red Rocks Community College, and Metro State University.



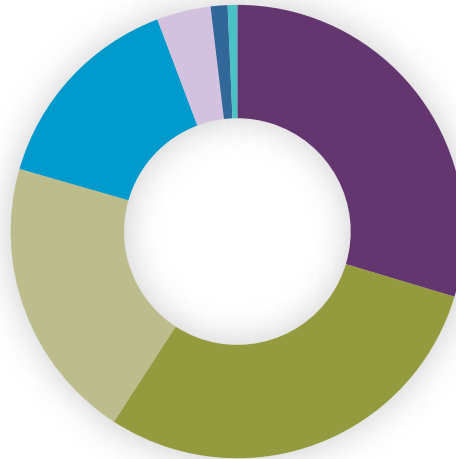
79%

Graduation Rate

/// 2022 FINANCIALS ///

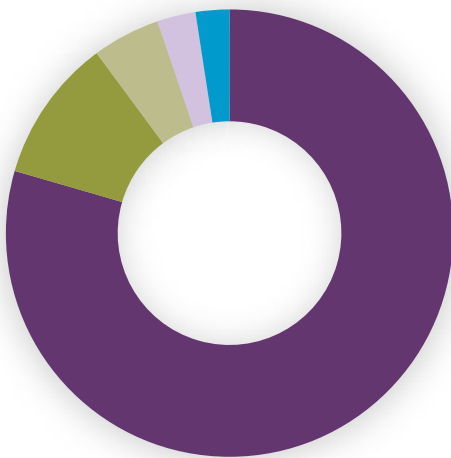
REVENUES AND CONTRIBUTIONS

\$8,578,223



- Denver Public Schools (30%)
- Contributions (30%)
- Program Service Fees (20%)
- Foundations and Grants (14%)
- Government Grants (4%)
- Special Events, net (1%)
- Other (0.7%)

EXPENSES \$6,125,351



- Personnel (80%)
- Client Support (10%)
- Occupancy (5%)
- Organizational Costs (3%)
- Depreciation (2%)



ALLOCATION OF EXPENSES

■ Programs ■ Administration ■ Fundraising





Thank you to our... Donors Volunteers Corporate Partners & Sponsors

The successes of the 2021-22 year would not have been possible without your generosity and support. We appreciate you!



2022 Event Sponsors



GREG AND KELLY
BERGER

BlackRock

THE BOTELLO
FAMILY



ERIN CLOSE



LYNDA
MCNEIVE AND LYNN
HORN BROOK

DR. DIANE &
ANDY KANE

PATTI
KLINGE

TED AND HEATHER
KIJANKA



DR. ALETHIA
(LEE) MORGAN
AND MARK FALL



KATY POWERS

SRS ACQUIOM

EARLY CHILDHOOD EDUCATION CENTER

AVG.
162 MEALS
SERVED PER WEEK

Early Childhood Education students are served 2 meals and a snack every day. These meals are made fresh daily and follow the Colorado Adult and Child Food Program (CACFP) standards.



It is highly important to the Early Childhood Education Center that each child receives individualized attention. With a 1:4 teacher to student ratio, each teacher can keep track of a student's progress in order to support their learning and development.

1:4
TEACHER/STUDENT
RATIO

Colorado Childcare Tax Credit

Fundraising for the Early Childhood Education Center (ECE) comes from a variety of sources, including donations, grants and funding.

One of our significant funding sources is individual donors who designate their gift using the Colorado Childcare Tax Credit. The Colorado Child Care Contribution Tax

Credit (CCCTC) allows individuals and businesses to claim a 50% state income tax credit for qualified contributions to child care providers, such as FloCrit's Early Childhood Education Center. Last year, the ECEC brought in \$286,371.40 via the CCCTC.

For more information on the CCCTC, visit tax.colorado.gov/CTC-FAQ

ECE Opens to Alumni

Armani graduated with the Class of 2021 amid the uncertainty of the pandemic. She was eager to continue her three-year apprenticeship with Pinnacol Assurance and began taking classes to earn her Bachelor's degree in Computer Science. However, she faced the barrier of finding childcare while she worked and studied during the day.

Luckily, the ECE Center was able to offer slots in classrooms to a handful of alumnae during the 2021-2022 school year. Armani was thrilled to sign Nathan up to continue his learning in the preschool class.

Armani is 20 years old, but like so many parents of any age, is trying to figure out how to balance work, school, and spending time with Nathan, all while navigating the new normal of the world. She is grateful to have the constant familiarity of the ECE Center to support her. "Nathan is here because they love him so much and they really supported us," she says.



/// STUDENT & FAMILY SUPPORT PROGRAM ///

/// 2021-22 BASIC NEEDS MET



Transitions Advocate Emily and alumni Hawa

- ////////////////////////////////////
- 21** moms received cell phones and/or cell phone plans
 - 17** moms received Lyft support to and from school or to appointments
 - 5** moms consistently used the FloCrit van
 - 29** moms accessed the Legal Clinic
 - 12** moms received tax filing support
 - 17** moms renewed identification cards and driver's licenses using DMVToGo offered through the Family Engagement Center

2022

/// HOUSING TASK FORCE ///

SECURING SAFE PLACES TO LIVE ///

Over the past several years, data collected by the Student and Family Support Program (SFSP) team has exposed the lack of safe and stable housing, the rising need for such housing, and the impact housing has on dropout rates. Our two-generation approach has taught us that when a mom finds safe and stable housing, the benefits she receives from it also impact her child. With this realization, FloCrit launched a Housing Task Force Committee in the Fall of 2021 to assess housing model opportunities and talk about how to best support moms and their children.



70+

FAMILIESV

RECEIVED HOUSING
SUPPORT LAST YEAR

Along with referrals, placement services, and housing education, the SFSP team has built a working relationship with key community providers such as Denver Housing Authority and the First Step house run by Warren Village. Teen moms who have been placed in Warren Village's First Step are already showing improved attendance and engagement with their children's educational needs.

Chalaya, a graduate of the class of 2022,

and her four-year-old daughter Jia were among the first group of teen moms to move into First Step. Before First Step, the uncertainty of her living situation produced intense anxiety which led to inconsistent attendance at school and instability for her and Jia. Securing a safe place to live has given her the ability to focus on her future, learn to handle a lease, work on her finances, and work toward her goal of someday owning a home.

//// FLORENCE CRITTENTON HIGH SCHOOL ///



Myra, class of 2022, with her son Lucius.

Through our partnership with Denver Public Schools (DPS), Florence Crittenton High School is raising the bar to prepare our teen moms to go to college. For girls who choose the college pathway, there are a variety of options available to best suit their needs and ensure that they succeed. Through concurrent enrollment classes at FloCrit, moms gain access to college coursework during high school. That means the students can earn credits toward course requirements for high school graduation and make progress toward a two or four-year college degree at the same time while DPS pays the tuition.

Josh Howard, the high school principal, says, “Our students come to us with interruptions in their schooling, and they’re really

smart, but that brilliance doesn’t always show up on their high school transcript. We can make meaningful progress toward a two-year college degree while prioritizing the high school degree.” Josh observes, “I think a big appeal is that they’re part of this community and there’s just a huge network of support that comes with being a part of this community, and there’s a lot of risk between high school and college. So, the more we can bridge that I think the better we’re going to support students not just for the few years they’re with us, but towards empowering their lives for the next 10-to-20-year horizon.”

Florence Crittenton graduate, of the class of 2022 Myra, says “Coming here, I would have never thought that I would have grad-

“Coming here, I would have never thought that I would have graduated this early from high school, let alone take college classes.”

-Myra, Class of 2022

high school, let alone take college classes.” She has dreams of becoming an ultrasound technician and going to the University of Colorado. In the year and a half that Myra was at FloCrit, she had the opportunity through concurrent enrollment to not only explore careers in the medical field, but also get a jump start on college classes and accelerate her path to high school graduation.

She took five concurrent enrollment classes that gave her high school and college credits while challenging her to grow as a student. She had great support via video chat from the college professors teaching the classes and from the Florence Crittenton High School teachers who are on-site to administer the classes, too.

Myra has eagerly continued her education after graduating in May of 2022. “I want to further my education, so why not start here?” she says of the opportunity. The concurrent enrollment program gives Myra and other teen moms at FloCrit the opportunity to see what college is like while still having the resources and support from FloCrit. “It has really shown me that I can do something with a baby; that doesn’t stop you,” she says proudly.



Monica P., Class of 2022 with Principal Josh Howard

Principal Joshua Howard

"I am so grateful for the opportunity to walk alongside our students during this phase of their educational journey, to feel educational equity firsthand, and to witness how our students bust down societies' statistics and show their power..."

Florence Crittenton High School is proud to have Mr. Joshua Howard as our full time principal. Mr. Howard was the interim principal for the 2021-22 school year. He was hired as the full time principal for the 2022-23 school year.



/// PUBLIC POLICY ///

Colorado Teen Parent Driver's License Program

In 2021, the obstacles that students and their partners faced in obtaining a driver's license became an undeniable issue that Florence Crittenton Services decided to address. Alongside the Teen Parent Collaborative, FloCrit advocated for proper funding to be allocated in support of teen parents earning the privilege of driving.

Result of bill: Passed and signed into law on March 3rd, 2022

2 Early Educators Tax Credit

This act creates a refundable income tax credit for early childhood educators. MonaLisa Martinez, Director of Early Childhood Education Center, spoke in favor of this act. "These educators work hard to receive their Early Childhood credentials. They work hard every day to provide quality care for our children...this tax credit is something they not only deserve, but one they depend upon."

Result of bill: Passed and in effect as of January 2022

3 Future Plans

The **FloCrit Activators** work to break down systemic barriers by interacting with pressing issues related to the rights of teen families both locally and nationally. This group of people from the FloCrit community is expected to grow exponentially in 2023 while continuing to participate in political conversations.



FloCrit students at the capitol for a field trip



Volunteers from Vectra Bank create ornaments for the Holiday Giving Project

Volunteers

193

**Individual
Volunteers**

22

**Companies /
Organizations**

792

**Volunteer
Hours**

301

**#
In-Kind
Donations**



Miles for Moms & Pathways to Empowerment

The 16th Annual Miles for Moms

Run/Walk/Roll presented by Optum marked our first in-person event in almost two years right here on the Florence Crittenton Campus. Florence Crittenton Services supporters gathered to celebrate the determination and successes of FloCrit's teen mothers. The event raised \$51,573 to continue to educate, prepare, and empower teen mothers and their children. The run/walk/roll course took participants through the Valverde neighborhood, to the scenic Huston Lake park, around the lake, and back to campus.

Pathways to Empowerment: We

Rise Together was held on April 14, 2022 at the Children's Museum of Denver at Marsico Campus. After two years, the Florence Crittenton community was finally able to come together to celebrate our accomplishments and to honor our mission: to educate, prepare, and empower two generations. Guests heard from FloCrit's two award winners, Brownstein Hyatt Farber Schreck and Patti Klinge. Guests also heard from keynote speakers, Florence Crittenton Class of 2013 graduate Lesley Del Rio and her son Leo. Their speech encompassed everything it means to be a FloCrit Phoenix, truly demonstrating the lifelong influence that Florence Crittenton has. The event raised \$189,890.

2022-23

EVENTS CALENDAR

23

FEB

ALUMNI OPEN
HOUSE

1

MARCH

HOUSING
FLOCHAT

10

MARCH

DENVER WEST
FUNDRAISING
EVENT

13

APRIL

PATHWAYS TO
EMPOWERMENT

29

APRIL

PROM

23

MAY

GRADUATION

2

JUNE

LAST DAY OF
SCHOOL

22

AUGUST

NEW SCHOOL
YEAR BEGINS

07

OCT

MILES FOR
MOMS

2021-22 Florence Crittenton Services Staff

Administrative Staff

Suzanne Banning, President & CEO
Ann Eldridge, Interim CFO
Theresa Garcia, Special Events & Volunteer Manager
Julia Goodman, Marketing & Communications Coordinator
Kathy Isenhardt, Staff Accountant
Sheila Mahony, Director of Strategy and Evaluation
Maggie McHenry, Director of Development
Lindsay Mott, Development Assistant
Lina Osmundson, Grant Writer/Researcher
Shentel Rodriguez, HR Coordinator & Board Liason
Maggie Russo, Administrative & Volunteer Assistant
Amanda Schweikert, Development Associate

Facilities Staff

Robert Keutz, Custodian
Andrew Kim, Facility Supervisor

Early Learning Center Staff

Prisma Aguilar, Teacher
Patricia Beseda, Teacher
Janet Bettini, Teacher
Ataya Coleman, Teacher
Brooke Cordova, Assistant Director
Faith Cordova, Teacher
Rosa Dominguez, Teacher
Meilani Dugarte, Teacher
Ciara Duron, Teacher
Cynthia Fira, Support Teacher
Meranda Garcia, Teacher
Shawn Giullian, Support Teacher
Sabrina Gutierrez, Teacher
Sherry Jones, Teacher
Gina Larquier, ECE Administration
Javier Lopez-Aguilar, Chef
Isabell "Scottie" Louser, Substitute Teacher
Maria Macias, Teacher
Ciera Maes,
Merandarain Marta, Teacher
MonaLisa Martinez, Director of ECEC
Venisa Martinez, Teacher
Ana Nava,
Maria Olivas, Teacher
Luz Robles, Teacher
Theresa Romero, Support Teacher
Darlene Saiz, Teacher
Tania Vasquez-Vargas, Teacher
Rachel Wallace, Teacher

Student & Family Support Program Staff

Lucia Burson-Diaz, Bilingual Family Advocate
Madison Caparros, Bilingual Family Advocate
Kimble Darby, Family Advocate
Priscilla Gil, Clayton Child Family Educator
Frank Knappe, Family Engagement Contractor
Emilia "Emi" Pavia, Transitions Advocate
Cruz Pedraza-Ruiz, Bilingual Family Advocate
Maegan Singleton, School Nurse
Donica Snyder, Family Advocate Manager
Desta Taye-Channell, Director of SFSP
Christine Watkins, Parent Education Teacher

Denver School-Based Clinic Staff

Erin Girardi, Health Educator
Elizabeth Madrid, PA-C Provider
Rachel Mohr, Mental Health Therapist

Denver Health Dental Clinic Staff

Ileana Alaniz, Dental Assistant
Niccole Brownfield, Dentist
Terril Graden, Dental Hygienist
Carmen Rivera, Patient Navigator

Florence Crittenton High School Staff

Linda Alamanza, MedConnect Teacher
Jenny Antin, Dean of Instruction
Nelson Ayala, ELA-S Resource Teacher
Elizabeth Brazton, Homebound Teacher
Bernadette Buck, Intervention Teacher
Laura Campos-Garcia, School Secretary
Sarah Caulkins, Math Teacher
Brandy Chance, Social Studies
Tami Chavez, Science Teacher
Ginia Coors, Language Arts
Rossitza Doshkova, Special Education Interventionist
Austyn Grooms, Social Worker
Alexandria Hagan, Academic Counselor
Nancy Holtgraves, Psychologist
Joshua Howard, Principal
Yadira Juarez, School Secretary
Joyce Lewis, Language Arts
Loretta Martinez, General Assignment Paraprofessional
Leigha McDonald, Math Teacher
Mike Melosh, GED & Science Teacher
Patricia Mendez, Kitchen Manager
Katrina Moore, Facility Manager
Ruth Ocon-Neri, Senior Team Lead/ELA-S Teacher
Dashiell Ortiz, Crew Lead I
Neena Patel-Moore, Intervention Teacher/ELA
Celene Pinon, Restorative Practice Coordinator
Jennifer Portillo, Social Studies Teacher/Dean of Students
Emily Tow, Business Teacher
Krista Weiss, Special Education Teacher

/// LOOKING FORWARD ///

Celebrating 130 Years of Living a Legacy of Excellence in Action

Bilingual Clinical Mental Health

About 75% of students at Florence Crittenton Services consider themselves Hispanic/Latinx. In 2022 it became clear that language was a barrier for students who preferred Spanish but could not receive therapy in their own language. Therefore, in FY2023, FloCrit hired a Bilingual Clinical Mental Health Manager through a grant from the Caring for Denver Foundation.

Housing

In FY2023, Florence Crittenton Services increased the efforts of the Housing Department. It is expected that 100% of moms who need housing support, receive it.

Alumni Engagement

FloCrit has made it a point to grow their efforts in engaging alumni as students graduate from Florence Crittenton High School and continue building the lives they want for their families. In FY2023, the FloCrit community plans on hosting events specifically catered to connecting with alumni.

2023

New Leadership

In 2022, Suzanne Banning retired from her position as President & CEO of Florence Crittenton Services. We are deeply grateful for Suzanne's dedication and leadership. Additionally, we are excited to announce Desta Taye-Channell as our new President & CEO. Her vision and leadership will carry FloCrit forward into the next phase of our organization.

Transitions

It is expected that 100% of graduating seniors will complete a Career Readiness Portfolio with our Transitions Advocate in order to promote post-graduate success.

Adding a Second Preschool Classroom

In FY2023, the FloCrit ECE created an additional classroom dedicated to 4 and 5-year-olds due to increased preschool enrollment. This will ensure kindergarten-readiness for all of our littlest graduates, providing a nurturing environment for them to flourish.

Annual report

2022