



Florence Crittenton Services

Educating, Preparing, and Empowering
Teen Mothers and Their Children

ANNUAL REPORT



JULY 1 2022-JUNE 30

2023

Leadership Team



Samantha Deebs, 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 champions for healthy, thriving teen families,

We began this past year with a farewell and a welcome as Suzanne Banning, President & CEO of Florence Crittenton Services since 2014, retired at the end of August 2022. I assumed the role of President & CEO on September 1st, 2022. Suzanne, the Board, and I emphasized the importance of a smooth transition to maintain excellence in the continuity of services that positively impact over 160 teen families in the Denver metro area each year. I am proud to report that we not only maintained FloCrit's high standards but also expanded our programs, including the introduction of a dedicated Pre-K classroom at the FloCrit Early Childhood Education Center, focused exclusively on preparing our littlest learners for kindergarten. We also celebrated a 96% graduation rate amongst eligible high school seniors, over double the national graduation rate for teen moms. Through our Transitions and Housing programs, 38 FloCrit graduates and their families were provided with essential support, allowing them the opportunity to thrive after graduation.

Teen mental health emerged as a crucial topic during the pandemic. Thanks to the support of Denver voters and the Caring for Denver Foundation, we secured a grant to employ a full-time, on-site Bilingual Clinical Services Manager who provides individual and group therapy to students in both Spanish and English. In her first year, our bilingual therapist saw 21 students individually and 46 in group therapy, working largely on postpartum depression and healthy communication skills. Integrating this position into our campus life has already paid dividends in the way our families self-advocate for mental health support, and in the vibrancy of our linguistic communities.

Moreover, in the 2022-2023 school year, FloCrit teen families came from nearly 40 different zip codes and over 90% reported housing instability, highlighting the importance of stable housing so that students can focus on their education. In response, our Housing Program commits to two years of case management for each family. In addition to financial assistance or relocation support, we ensure that families have the navigational tools and skills to be successful long after they leave FloCrit.

We were also thrilled to participate in a fundraiser at West High School, hosted by Nico, a FloCrit ECE alum. Nico, class of 2023, wrapped up his senior year by giving back to the FloCrit community. This kind of care and concern for others is exemplary at FloCrit, and it is one of the many reasons I am so honored to lead this organization. Partners like you sustain our programs, and your generosity is vital to our journey. Thank you for believing in and supporting teen families!

In partnership,

Desta Taye-Channell, President & CEO & Alethia (Lee) Morgan, MD, Chair of the Board



Table of contents

Leadership Team	/// 02
Mission	/// 04
At A Glance	/// 05
FY 2023 Financials	/// 06
Early Childhood Education Center	/// 08
Student and Family Support Program	/// 10
Florence Crittenton High School	/// 12
President & CEO, Desta Taye-Channel Profile	/// 13
Volunteers	/// 14
Special Events & Event Calendar	/// 15
Looking Forward	/// 17

/// 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.

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 DPS 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, housing support, 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 38 years and has been established for over 130 years.



/// AT A GLANCE ///

164

PREGNANT AND PARENTING TEEN MOTHERS POSITIVELY IMPACTED BY FLOCRT



THE ECE CENTER MAINTAINS A FOUR-STAR COLORADO SHINES RATING

33

ZIP CODES AND 104 ORIGINAL HIGH SCHOOLS REPRESENTED BY FLOCRT STUDENTS



125

children on the path to kindergarten readiness in the Early Childhood Education Center during the 2022-23 school year.

96%

of families who have received housing financial assistance have been able to stay housed and **100%** have avoided eviction.

24 OF 25

seniors graduated with the Class of 2023.

36

students received therapy support from FloCrit's on-site Bilingual Clinical Services Manager.

\$7,300

in post-secondary scholarships awarded to FloCrit graduating seniors and alumni through FloCrit.

/// ACADEMIC SUCCESS ///

This year, 24 of 25 seniors (96%) completed high school. This is over double the national graduation rate of 38% for teens who become moms before the age of 18. 2023 FloCrit graduates are building thriving futures on various paths. Some have chosen to pursue higher education at institutions like Emily Griffith Technical College, Community College of Denver, and EMT school at Denver Health. Many other FloCrit moms have found employment opportunities, utilizing certifications earned at FloCrit and even serving in the FloCrit Early Childhood Education Center.



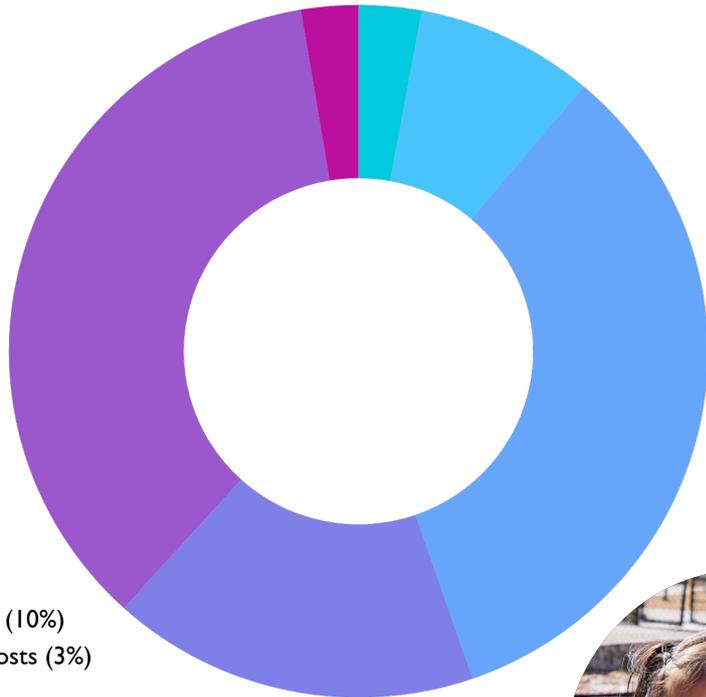
96%

Graduation Rate

/// 2023 FINANCIALS ///

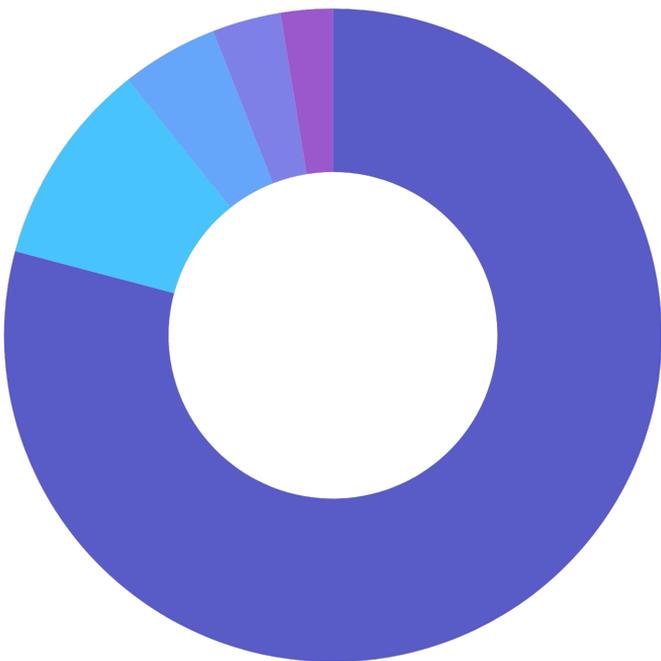
REVENUES and CONTRIBUTIONS

- Government Grants (3%)
- Contributions (8%)
- Program Service Fees (34%)
- Foundations and Grants (17%)
- DPS (36%)
- Special Events (3%)
- Other (.20%)

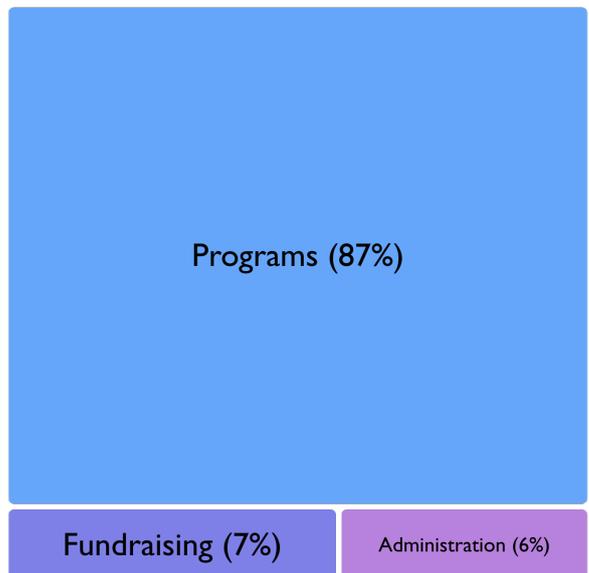


Expenses

- Personnel (79%)
- Client Support (10%)
- Occupancy (5%)
- Organizational Costs (3%)
- Depreciation (3%)



ALLOCATION of EXPENSES





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

The successes of the 2022-23 year would not have been possible without your generosity and support. We appreciate you!



2023 Event Sponsors



GREG AND KELLY BERGER

THE BOTELLO FAMILY

BROWNSTEIN HYATT FARBER SCHRECK, LLC

BURNING BRIGHTER, LLC



LINDA CLARK



DR. DIANE & ANDY KANE

PATTI KLINGE & CONNIE MACARTHUR

LYNDA MCNEIVE AND LYNN HORN BROOK



DR. ALETHIA (LEE) MORGAN AND MARK FALL

ERIC & HEIDI MORGAN, CAPITOL SUCCESS GROUP, AND MICHAEL SAPP & FAMILY

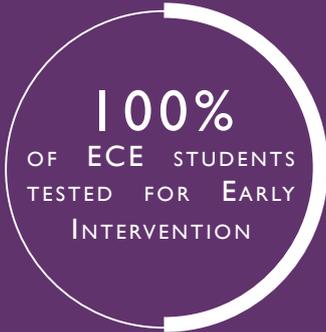


THE SHOCKLEY & PETERSON FAMILIES

SOLEADO STABLES



EARLY CHILDHOOD EDUCATION CENTER



The Florence Crittenton Services ECE collaborates with Clayton Early Learning and Mile High Early Learning to conduct assessments, ensuring that children requiring early intervention plans are identified



Events like Mommy & Me provide developmentally appropriate activities for teen moms and their children, fostering parent-child bonding while educating parents on effective ways to interact with their children.



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 \$244,191.47 via the CCCTC.

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

Michelle's Story

As a child, Michelle's dream was to become a teacher, but at 15 years old, pregnancy shifted her focus as she considered how to balance being a mother and continuing her education. Unexpectedly, a referral to Florence Crittenton Services became a supportive path to achieving her dreams after all.

After graduating in 2021, Michelle began working at FloCrit's Early Childhood Education Center, the same place that cared for her daughter while she pursued her diploma at Florence Crittenton High School. Empowered by FloCrit's assistance, Michelle seized the opportunity to further her credentials by earning a Child Development Associate's (CDA) through the University of Colorado. Florence Crittenton Services not only alleviated the financial burden of this certification but also provided her with a workplace to accrue her required practicum hours.

Expanding on this, Michelle explains that "When I grew up, it was always 'No, don't do that!' and 'No, don't do this! Always 'no.' But in my CDA classes, I learned to give kids a reason for why we couldn't do something." Using positive reinforcement and emphasizing safety with kids, Michelle empowers children in her preschool classroom to speak up for themselves, a practice she learned at FloCrit.

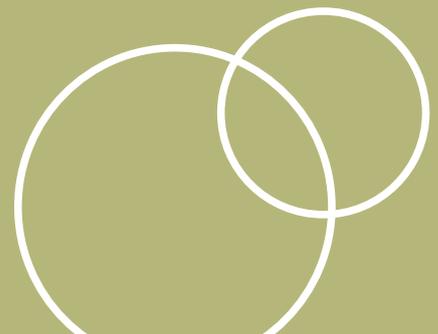
"I even tell my daughter how important it is to express yourself and how important it is to speak up." Michelle says. Her daughter, Elizabeth, now in the second grade, is a constant reminder of Michelle's resilience and potential. "When I was pregnant, I had so many doubts. I thought that at 15, I couldn't be a mom, but now I see my daughter and the way she is, I'm so proud of myself. She brings a lot of joy to my life, and I thank FloCrit a lot for that."



Michelle and her daughter, Elizabeth



Michelle and her preschool classroom



/// STUDENT & FAMILY SUPPORT PROGRAM ///

/// 2022-23 BASIC NEEDS MET



Director of Student & Family Support Program, Donica Snyder, and alumna, Alex

- 31** moms received Lyft support to and from school or to appointments
- 8** students met with state partners to discuss gaps in benefit programs
- 30** Legal Clinic appointments
- 43** moms received tax support through the Family Engagement Center
- 650** food boxes made available for teen families to take home for the weekend

2023

/// HOUSING ///

ZARISSA'S STORY ///

In the 2022-23 school year, FloCrit served families from almost 40 zip codes, with over 90% of students facing housing instability. Recognizing the vital role of stable housing in fostering the success of teen families, FloCrit continues to integrate housing support into its comprehensive services. The FloCrit Housing Program provides two years of dedicated case management and continually expands to meet community needs. Alongside financial aid and relocation support, FloCrit equips teen families with essential skills for long-term success beyond FloCrit.



Azariah in her new bed at Warren Village First Step.

88+
FAMILIES
 RECEIVED HOUSING
 SUPPORT LAST YEAR

Zarissa faced a challenging living situation due to being under 18, and her mother was reluctant to offer support. As a minor, finding alternative housing proved challenging until she found support from the FloCrit Housing Department. FloCrit Housing covered the costs for Zarissa and her 2-year-old daughter, Azariah, to stay in a hotel until they could move in with friends. “They were determined to help me,” Zarissa explains.

Upon turning 18, the Housing Department continued their support, aiding Zarissa in moving

into First Step, a transitional housing opportunity for teen moms in partnership with Warren Village. Zarissa says that she and her daughter are so excited to have their own beds. “I look at this as a good opportunity to get on my feet. Focus on school,” says Zarissa, “this is the first step to getting on my feet.” A fitting name, indeed.

For teen families, stable housing is pivotal for focusing on education. That’s why the FloCrit Housing Department is committed to expanding and investing in providing continuous support to teen families.

/// FLORENCE CRITTENTON HIGH SCHOOL ///



Alison, Class of 2023 (above)



Josue, 2 years old (right top), Alison and Josue (right bottom)

“I wouldn’t have finished high school if I didn’t come to Florence Crittenton... even at my regular high school, I never thought about going to college... Florence Crittenton has opened so many opportunities for me... with so many doors open now, I’m thinking ‘Why not? I should do it.’”
-Alison,
Class of 2023

Alison navigated pregnancy during COVID while attending high school online. Upon returning to her traditional high school, she realized the need for additional support and decided to finish pursuing her diploma at Florence Crittenton High School on her teacher’s recommendation.

A natural entrepreneur, Alison dreams of opening up her own boutique one day. She has taken advantage of many opportunities such as taking a Business & Leadership Class through a partner organization, Girls With Impact. She started the program late and thought she wouldn’t be able to finish the program in time, but Alison explains that “I worked so hard and my teachers helped me a lot, (so I was able) to finish and receive the certificate.”

After graduation, Alison served as the summer Administrative & Volunteer Intern on the FloCrit Development Team, acquiring valuable business soft skills and hands-on experience in the basic needs “store,” Baby Bucks. As Alison builds the life she envisions for herself and her son, Josue, her transformative journey echoes the empowering environment fostered by Florence Crittenton High School, where seeking support, seizing opportunities, and diligently pursuing goals are celebrated as essential elements of personal and professional growth.

/// PROFILE ON DESTA TAYE-CHANNELL ///

About Desta

Born: Addis Ababa, Ethiopia

Came to the United States: June of 1979

*Degrees:
BA in Sociology from College of the Ozarks,
MA in Counseling from Denver Theological
Seminary*



Desta with her husband, Bruce, and kids, Hanna (21), Hileena (23), and Eliana (19).

Favorite Quote:

“Courage is the most important of all virtues because without courage, you can’t practice any other virtue consistently.” -Maya Angelou

Lessons learned in her first year as President & CEO of Florence Crittenton Services:

“Relationships are the thread that strength is built upon; stay focused on the mission, cultivate teamwork, model respect, provide learning and development for employees, cultivate ownership & responsibility within the organization and be intentional about integrating fun and celebrations into FloCrit culture!”





Volunteers from Charles Schwab helped with projects on campus like cleaning the playgrounds.

Volunteers

261

**Individual
Volunteers**

15

**Companies/
Organizations**

1076

**Volunteer
Hours**

269

**In-Kind
Donations**

We were so glad to welcome FloCrit volunteers back on campus after a hiatus during the pandemic! Volunteers contribute to FloCrit's mission by working in Baby Bucks, the ECE, and by coming together for a group volunteer day.



Miles for Moms & Pathways to Empowerment

The 17th Annual Miles for Moms Run/Walk/Roll was on October 8th and began with speeches from FloCrit alumna, Hawa, and FloCrit student, Katie who generously shared their stories. Both women emphasized the impact of the support they received at FloCrit and their gratitude for an opportunity to complete their high school education. Next, CO Representative Alex Valdez expressed his support for FloCrit on stage. After a short kid's race and a warmup led by FIT4MOM, participants ran through the Valverde neighborhood and around Huston Lake Park. The event raised a total of \$64,065 to educate, prepare, and empower teen moms and their children.

Pathways to Empowerment: Rooted & Flourishing was held on April 13, 2023 at the Denver Botanic Gardens. The event featured a tree-shaped installation with inspiring FloCrit family stories, a silent auction, live music, a paddle raise, and dinner. Dr. Diane Kane was honored with the Dr. Kate Waller Barrett Advocate Award and Clayton Early Learning received the Charles Crittenton Community Partner Award. Additionally, a video showcased the stories of three FloCrit alumnae: Araceli (Class of 1986), Ataya (Class of 2011), and Myra (Class of 2020). The event raised \$232,537, displaying our community's unwavering belief in empowering teen parents as well as the impact of Florence Crittenton Services.

/// 2023-24

EVENTS CALENDAR ///

20

MARCH

CAREER FAIR

21

MARCH

DAY AT THE
CAPITOL

18

APRIL

PATHWAYS TO
EMPOWERMENT

26

APRIL

BLACK
EXCELLENCE
SHOWCASE

27

APRIL

PROM

28

MAY

GRADUATION

2

JUNE

LAST DAY OF
SCHOOL

19

AUGUST

NEW SCHOOL
YEAR BEGINS

05

OCT

MILES FOR
MOMS

2022-23 Florence Crittenton Services Staff

Administrative Staff

Desta Taye-Channell, President & CEO
 Regina Kolc, CFO
 Theresa Garcia, Director of Development
 Nikki Arvidson, Marketing & Communications Coordinator
 Kathy Isenhardt, Staff Accountant
 Claudia Mayo Development Assistant
 Shentel Rodriguez, HR Manager & Board Liasion
 Amanda Schweikert, Development Associate
 Sara Struckman, Contract Grant Writer
 Yara Vaneau, Volunteer & Special Events Manager
 Clarissa Vail, Administrative & Volunteer Assistant

Facilities Staff

Andrew Kim, Facility Manager

Early Childhood Education Center Staff

MonaLisa Martinez, Director of ECE
 Prisma Aguilar, Teacher
 Janet Bettini, Teacher
 Catterra Chavez, Teacher
 Ataya Coleman, Teacher
 Ciara Coleman, Teacher
 Brooke Cordova, Program Funding Coordinator
 Rosa Dominguez, Teacher
 Cynthia Fira, Assistant Director & On-Site Coach
 Elizabeth Garcia, Teacher
 Meranda Garcia, Teacher
 Shawn Giullian, Teacher
 Saide Gonzales, Teacher
 Analysia Gonzalez, Teacher
 Maira Guevara, ECE Chef
 Sherry Jones, Teacher
 Christine Lappin-Watkins, Parent Educator
 Gina Larquier, ECE Administrative Assistant
 Rachel Lawrence, Teacher
 Isabell "Scottie" Louser, Substitute Teacher
 Maria Macias, Teacher
 Ciera Maes, Teacher
 Venisa Martinez, Teacher
 Ana Nava, Teacher
 Maria Olivas, Teacher
 Angie Pinedo, Teacher
 Luz Robles, Teacher
 Darlene Saiz, Teacher
 Mariam Suleiman, Teacher
 Cheyenne Torres, Teacher
 Michelle Vasquez-Villegas, Teacher
 Tania Vasquez-Vargas, Teacher

Student & Family Support Program Staff

Donica Snyder, Director of SFSP
 Emily Assaf, Transitions Advocate
 Lucia Burson-Diaz, Bilingual Family Advocate
 Madison Caparros, Housing Manager
 Kimble Darby, Family Advocate
 Priscilla Gil, Clayton Child Family Educator
 Frank Knappe, Family Engagement Contractor
 Cruz Pedraza-Ruiz, Bilingual Family Advocate
 Laura Rivera, Bilingual Clinical Services Manager
 Maegan Singleton, Campus Nurse

Denver School-Based Clinic Staff

Sendy Gonzales, Medical Assistant
 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 Braxton, Homebound Teacher
 Bernadette Buck, Reading and English Teacher
 Sarah Caulkins, Math Teacher
 Brandy Chance, Social Studies
 Ginia Coors, Language Arts
 Rossitza Doshkova, Special Education Interventionist
 Sid Flint, Math Teacher
 Austyn Grooms, Social Worker
 Alexandria Hagan, Academic Counselor
 Nancy Holtgraves, Psychologist
 Joshua Howard, Principal
 Yadira Juarez, Office Support I
 Roxana Juarez, Office Support II
 Pravena Kotta, Science Teacher
 Joyce Lewis, Language Arts
 Loretta Martinez, Paraprofessional
 Leigha McDonald, Math Teacher
 Mike Melosh, GED & Science Teacher
 Katrina Moore, Facility Manager
 Ruth Ocon-Neri, Senior Team Lead/ELA-S Teacher
 Dashiell Ortiz, Crew Lead I
 Neena Patel-Moore, Intervention Teacher/ELA
 Emily Tow, Business Teacher
 Krista Weiss, Special Education Teacher

Annual report

2023