



Day Care Council
of New York

Educated Children Are Our Future



2023-2024 ANNUAL REPORT



Tara N. Gardner
Executive Director



Alice B. Owens
Board President

A MESSAGE FROM THE BOARD PRESIDENT AND EXECUTIVE DIRECTOR

Dear Partners and Friends,

We are proud to share the Day Care Council of New York's 2024 Annual Report, which showcases the progress made in strengthening the early childhood education and child care sector across New York City and New York State. We faced numerous challenges and seized critical opportunities this year, underscoring the resilience and dedication of the early childhood professionals and organizations that provide high-quality child care for families. From adapting to evolving regulations and funding landscapes to addressing workforce shortages and operational challenges, providers have continually demonstrated their unwavering commitment to the well-being of New York City's youngest residents.

While New York State made historic investments in child care, expanding subsidies and grants to help families and providers alike, New York City leaders took steps to address long-standing operational inefficiencies that have hindered child care providers. These advancements represent meaningful progress but also emphasize the ongoing need for advocacy to ensure funding remains sustainable, equitable, and impactful.

And, the Day Care Council has been steadfast in its support of providers, working alongside them to navigate these changes, offering critical support and vital resources, and amplifying their voices. Our advocacy has focused on prioritizing fair compensation for the early childhood workforce, operational stability for community-based programs, and expanding access to affordable, high-quality care for families.

Some of our key accomplishments over the past year include:

- Delivering targeted legal services, professional development, technical assistance, and operational guidance to providers.
- Advocating for critical reforms to contracting and payment systems to address barriers to running high-quality programs.
- Informing policy and practice through impactful research and publications.
- Collaborating with elected officials and community partners to advance policies that strengthen the early childhood education and care sector.

While we celebrate these achievements, we recognize that there is still much work to do. To make New York City a national model for universal early childhood education and care, we must continue to advocate for bold investments and systemic reforms that elevate all providers, support the workforce, and ensure equitable access to care for all families.

This annual report not only highlights the exceptional work of our member organizations and affiliated providers but also serves as a testament to the power of collaboration. To our program operators, thank you for your trust, partnership, and unwavering dedication. To our allies—elected officials, government agencies, funders, and community partners—your ongoing support is vital as we work to create a future where every family has access to high-quality early childhood education and every provider has the resources to thrive.

Thank you for your continued dedication to our shared vision - together, we can turn the promise of universal early childhood education and care into a reality for all.

With gratitude,

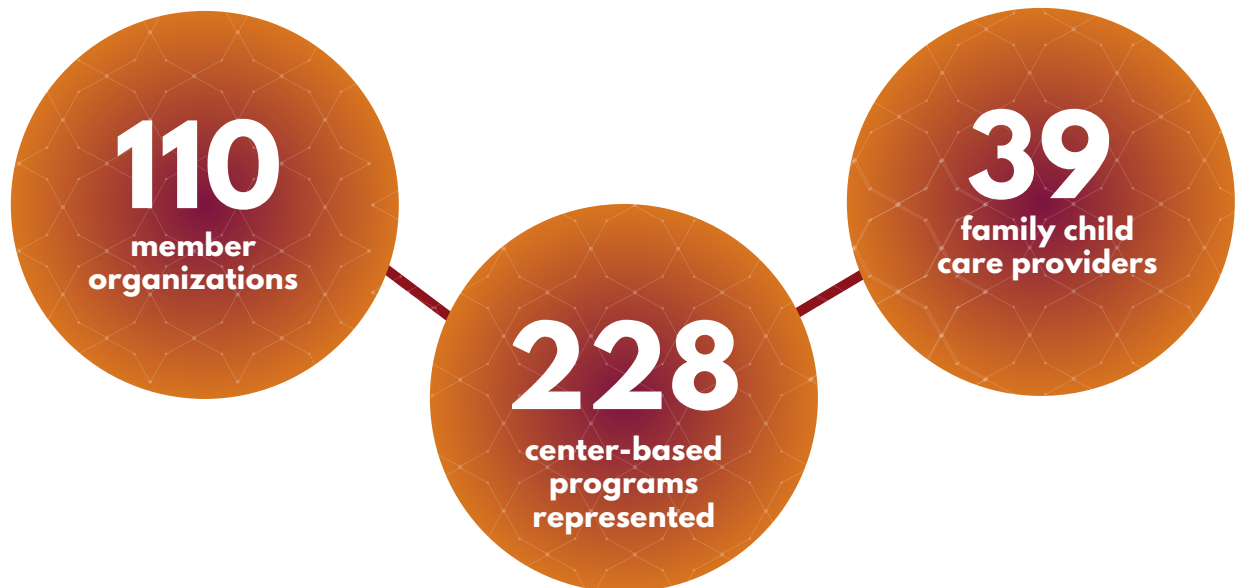
Tara N. Gardner
Executive Director

Alice B. Owens
Board President



About Us

The Day Care Council of New York (DCCNY) is a diverse membership organization of publicly and privately funded early childhood education and care and family service providers, consumers, and advocates. DCCNY's mission is to seek support for and assist in the development and operation of quality early childhood education and care services. The organization works with its members to address operational challenges so that they can deliver high-quality and nurturing educational and care services while maintaining high standards of child development, education, and social supports.





Labor Relations and Mediation Services (LRAS)

Since 1948, the Day Care Council of New York has worked with New York City child care providers to ensure that New York's youngest children receive the highest quality early childhood education and care. Today, the Member Services Team continues to provide critical assistance to child care employers with both unionized (DC 37 Local 205 and CSA) and non-unionized employees to resolve workplace issues, personnel matters, and employee grievances.

The Labor Relations and Mediation Services (LRAS) team continued to provide labor and personnel support to DCCNY member organizations. Through a combination of legal consultations, training, and mediation services, we helped members manage their unionized and non-unionized staff while avoiding violations of labor contracts and employment laws, employee grievances, and costly arbitrations.

In FY 24, LRAS conducted over a dozen trainings for our members on issues such as fiscal management, labor and employment law issues, risk management, and board governance and handled more than 800 legal matters. The LRAS team served our members remotely and in person, including site visits and presentations.



Employee Retention Tax Credit Assistance

DCCNY assisted 30 member organizations in accessing more than \$21 million from the Employee Retention Tax Credits (ERTC), a COVID-19 program for businesses that were impacted by the pandemic but retained employees in 2020 and 2021.

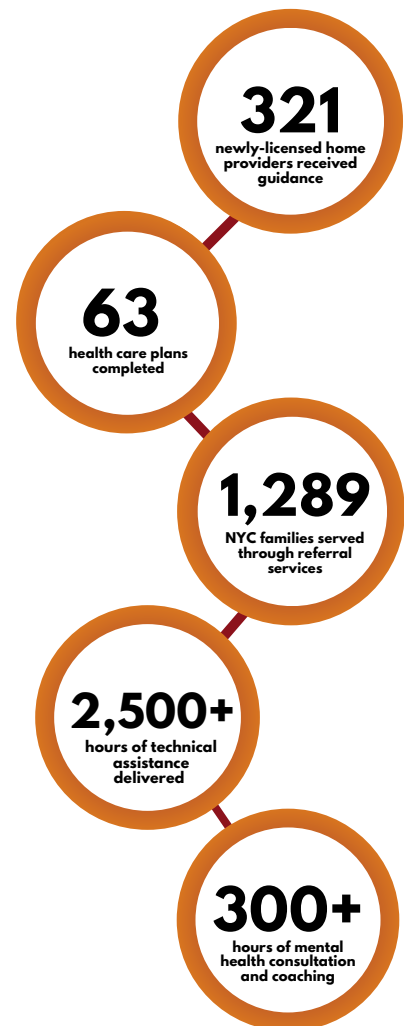


Services for Providers & Families

NYC Child Care Resource Center

For nearly 35 years, DCCNY has empowered New York City's early care and education providers through comprehensive training and technical assistance across child care centers, family child care programs, and school-age settings. Through our Child Care Resource Center (CCRC), funded by the NYS Office of Children and Family Services, we continue to support NYC families by enhancing access to high-quality, affordable care while equipping providers to improve business operations, sustain high standards, and create safe, nurturing environments.

This year, DCCNY inaugurated its newly remodeled Training Center and Model Classroom. With increased capacity to host training participants, the expanded facility not only supports professional development but also fosters valuable opportunities for early childhood professionals to network and learn from one another. The Model Classroom offers a hands-on environment where trainers, Infant and Toddler Specialists, and Child Care Resource Counselors can lead practical demonstrations, helping providers set up interest areas, choose age-appropriate furnishings, and arrange rooms effectively. For families, it provides a glimpse of quality child care standards, supporting them in making informed choices.





Infant Toddler Climate of Healthy Interactions for Learning & Development

The Day Care Council of New York launched the Infant-Toddler Climate of Healthy Interactions for Learning & Development (IT-CHILD) project on October 1, 2021, with an initial grant from Robin Hood. Developed by Yale's Child Study Center, the IT-CHILD toolkit equips early childhood professionals with skills to support young children's social and emotional development through enriched daily interactions, fostering positive and healthy environments for children. We were honored to be stewards of this equity-centered and innovative approach, committed to promoting young children's well-being and holistic growth.

Over the course of the pilot, we completed two cohort cycles, conducting 319.93 hours of mental health consultations and retaining 15 early childhood professionals for ongoing consultation services.

Building on the pilot's success, we are thrilled to announce that New York State's Office of Children and Family Services has adopted IT-CHILD consultation services into its Infant-Toddler Resource Center, part of our Child Care Resource Center (CCRC) portfolio. The state's adoption of IT-CHILD not only highlights the critical role of social-emotional support in early childhood education but also expands the program's reach beyond the pilot, bringing high-quality, emotionally supportive care to more early childhood settings across New York State.

319+

hours of mental
health consultations

15

ECE professionals took
part in ongoing
consultation services

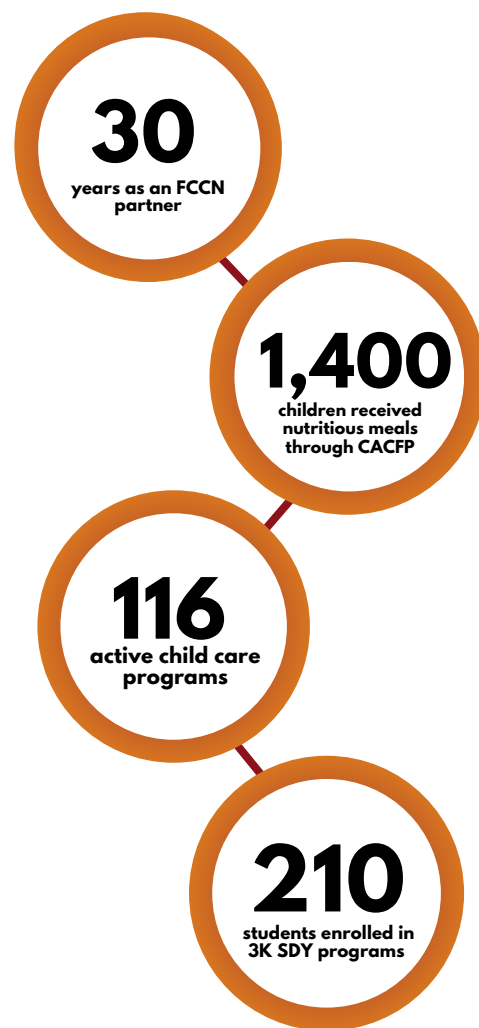


Family Child Care Network & Child and Adult Care Food Program

Located in Jamaica, Queens—a vibrant and diverse neighborhood where nearly 50% of residents are foreign-born, and the population is predominantly Black and Hispanic—the Day Care Council of New York’s Family Child Care Network (FCCN) has been a trusted partner, critical support system, and fierce advocate for family and group family child care providers for over 30 years.

Our reputation as a reliable ally is a testament to the dedication of our FCCN staff, many of whom have deep roots in the community and have served with us for years. Through our long-standing presence, we have built strong relationships with hundreds of providers who rely on us to support their administrative and operational needs, allowing them to focus on delivering quality care. Our commitment extends deeply to the minority- and women-owned businesses (MWBs) that form the backbone of early childhood services in this area. DCCNY’s advocacy efforts and tailored resources help strengthen these essential small businesses, ensuring they can thrive in a demanding sector while meeting the highest standards of care for children and families.

Funded by NYCPS (New York City Public Schools) since 2020, the FCCN is dedicated to strengthening DOE-funded Birth-3K programs in districts 25, 27, 28, 29, and 30. Our FCCN team provides targeted professional learning opportunities using



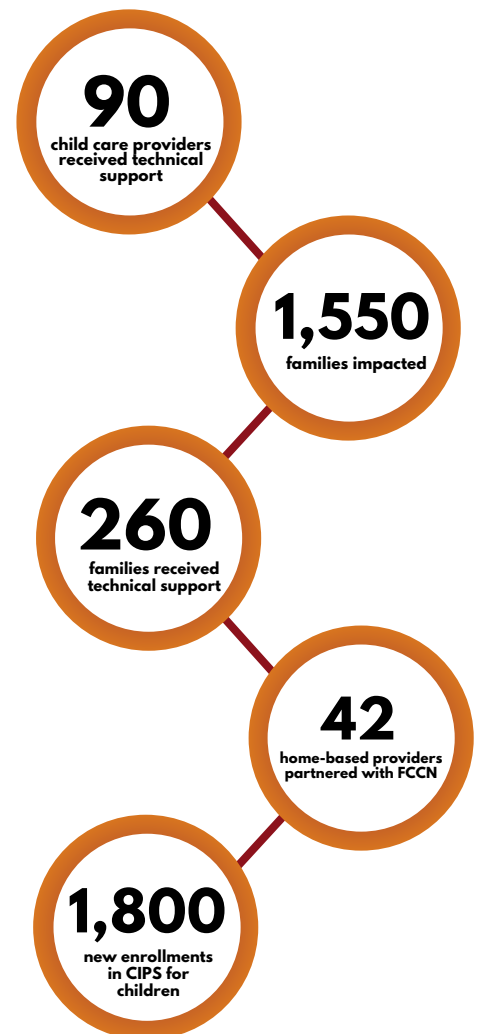


Family Child Care Network & Child and Adult Care Food Program (Continued)

a practice-based coaching framework that aligns providers with the Creative Curriculum, ensuring consistency in early learning approaches. Through our network's support services, we aim to enhance the quality of child care, promote responsive relationships that foster early learning, and actively engage families by offering one-on-one assistance and access to resources that address the needs of the whole child, ensuring families feel fully supported.

Additionally, DCCNY supports providers through the Child and Adult Care Food Program (CACFP), ensuring adherence to New York State's health and safety protocols and regulations. Through CACFP, early childhood programs can serve nutritious meals and snacks to children, supported by nutrition workshops that cover menu planning and record-keeping systems. 53 providers who have been with the network for 20 years participate in CACFP.

Beyond nutrition, our FCCN staff offer comprehensive technical support and professional development opportunities to equip providers with the skills needed to maintain high standards of care and meet registration and re-licensing requirements, thereby supporting the growth and sustainability of quality early childhood services across the community.





Child Care Workforce Retention Grant and Desert Grant

The Day Care Council of New York's Business Specialists provided dedicated support to New York City early childhood programs that received Workforce Retention and Desert Grants from the New York State Office of Children and Family Services. Our team delivered tailored technical assistance via email, phone, and in-person consultations, guiding providers through essential processes. Through targeted outreach—including email campaigns, social media, and direct calls—we assisted providers in completing expense reports, addressing application or payment issues, and managing roster updates accurately.

In addition, we hosted training sessions on critical topics such as Financial Wellness, Record Keeping and Financial Planning, and Staff Recruitment and Retention. These sessions equipped providers with practical skills to strengthen their financial foundations and sustain a stable, effective workforce, helping to ensure the ongoing quality and accessibility of child care across NYC.

1,047
Programs assisted
for the retention
grant

\$137m
Awarded through
grant assistance

Education Debt Consumer Assistance Program

The child care workforce is both highly educated and underpaid. As a result, many child care teachers, directors, and staff are struggling with student debt. As part of the Education Debt Consumer Assistance Program (EDCAP) DCCNY provides trainings to child care centers about student debt relief and individual counseling to members of the ECE community about clearing their student debt.

The DCCNY EDCAP counselor served more than 185 New Yorkers, helping them save more than \$9.2 million, putting an average of \$51,000 back in the pockets of hardworking early childhood education workers!

185+
Student loan
consultations

\$9.2m
Saved through the
EDCAP program



Policy: Leading the Fight for Child Care and the Child Care Workforce

DCCNY pursues its advocacy agenda based on the on-the-ground experience of our member organizations who provide high-quality child care throughout the five boroughs. As part a movement to support early childhood education and the child care workforce DCCNY:

- Facilitated media coverage of child care issues and appeared in over 30 print and television stories about child care from sources including CBS News, Fast Money, Gothamist and Politico.
- Released new reports and research in collaboration with the New York City Council Black, Latino and Asian Caucus and Bank Street College of Education
- Brought City and State leaders to child care programs to meet with directors, staff and parents at child care centers

Our work led to the passage of legislation to make it easier for parents to access child care, including:

- Legislation to enable providers to implement presumptive eligibility
- Legislation to eliminate minimum earnings requirements
- Legislation to allow greater flexibility in drop-off times for families seeking child care assistance

Advocacy Academy

DCCNY launched its inaugural Advocacy Academy, which trained teachers, cooks, janitors and board members affiliated with DCCNY member organizations to be effective early childhood education advocates.

The 12 Advocacy Academy participants met with government leaders, policy experts, community organizers and others to learn about child care policy, the city and state budget process and more. Advocacy academy participants recorded testimony, spoke at rallies, and contributed to press inquires.

30

print and television stories

\$200m

In New York State Investments in the child care workforce

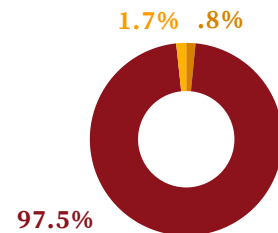
\$300m

restored for child care for 3-year-olds

INCOME YEAR ENDED JUNE 30, 2024

SOURCE OF INCOME FY 2024

Grants and Contributions	\$221,739
Grants from Government Agencies	\$13,857,924
Membership Dues and Fees	\$239,643
TOTAL	\$14,319,306



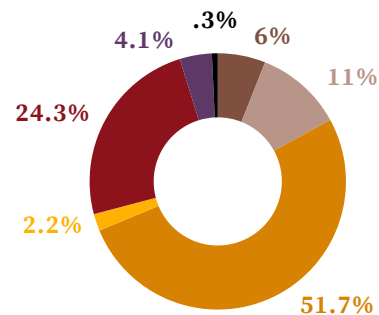
Grants and Contributions	.8%
Grants from Government Agencies	97.5%
Membership Dues & Fees	1.7%

(Information derived from unaudited financial statements)

EXPENDITURES YEAR ENDED JUNE 30, 2024

USE OF INCOME FY 2024

Labor Relations Assistance Services	\$871,599
Child Care Food Program	\$1,594,433
Child Care Resource & Referral	\$7,481,206
Policy & Advocacy	\$311,509
Family Child Care Network	\$3,518,306
Management and General	\$587,351
Robin Hood	\$106,443
TOTAL	\$14,470,847



Labor Relations Assistance Services	6%
Child Care Food Program	11%
Child Care Resource & Referral	51.7%
Policy & Advocacy	2.2%
Family Child Care Network	24.3%
Management and General	4.1%
Robin Hood	.7%

Operating change in net assets	\$151,541
Net Investment Income Gain/Loss	(\$214,416)
Total change in net assets	\$89,875

(Information derived from unaudited financial statements)

FY 2024 BOARD AND STAFF LISTING

BOARD OF DIRECTORS

Wanda C. Carter, President
Alice B. Owens, First Vice President
Betty C. Jones, Vice President
Jean E. Jeremie, Treasurer
Pauline Chen, Secretary
Lorenzo Newby, Immediate Past President
Takiema Bunche-Smith, Member
Pamela Haas, Member

EXECUTIVE TEAM

Tara N. Gardner, Executive Director
Gregory Brender, Chief Policy & Innovation Officer
Erika A. Ewing, General Counsel & Chief Administrative Officer
Mary Gamory, Chief Program Officer

MANAGEMENT TEAM

Risa Bernstein, Office Manager & HR Generalist
Gabriela Gutierrez, Mental Health Services Manager
Keishla Hornsby, JC Hall FCC Network Director
Sofia Lopez, Child Care Division Director
Raffi Salbashian, Counsel & Deputy Director of LRAS

FISCAL TEAM

Aida Almonte, Grants Accountant
Xia (Ada) Chen, Finance Associate
Carey Solomon, Finance Consultant

OFFICE SUPPORT

Joshua Stoby, Assistant Office Manager
Sandra Vasquez, Office Cleaner

MEMBER SUPPORT SERVICES

Osberto Gomez, Education Debt Counselor
Gisselle Terrero, Member Services Specialist
Shelby Lohr, Policy/Research Analyst

JAMES C. HALL JR. FAMILY CHILD CARE NETWORK (FCCN) & CHILD AND ADULT CARE FOOD PROGRAM (CACFP)

Asmaa Fajiri, FCC Education Specialist
Nalene Isaac-Jeremiah, FCC Education Director
Karen McCray, Assistant CACFP Coordinator
Eunjoo Geem, FCC Education Specialist
Cyissha James, FCC Education Specialist
Sharon McLaughlin, Administrative Assistant
Ana Santiago, FCC Family Worker
Zanya Stewart, Assistant CACFP Coordinator

CHILD CARE DIVISION

Delma Burgos, Child Care Business Specialist
Angelica Carias, Infant Toddler Mental Health Specialist
Rebeca Felipe, Provider & Engagement Specialist
Lisette Garcia, Child Care Business Specialist
Joy Jensen, Provider Specialist
Jessica Laureano, Senior Child Care Specialist
Ingrith Marin, Child Care Specialist
Almarie McCoy, Provider Specialist
Sharieka Mason, Infant Toddler Mental Health Specialist
Lisa Plaskett, Infant Toddler Specialist
Agusto Santana, Child Care Business Specialist
Vanessa Torres, Senior Infant Toddler Specialist

SUMMER INTERNS

Jaeger Hessing, Summer Research Assistant
Victoria Mutuku, Summer Research Assistant
Andrica Menezes, SYEP Intern
Scarlett Wong, SYEP Intern

DONORS & FUNDERS

FUNDERS

All State Foundation
Community Service Society
CUNY Professional Development Institute
Federation of Protestant Welfare Agencies
New School University, Center for New York City Affairs
New York Community Trust
NYC Public Schools
NYS Department of Health
NYS Office of Children & Family Services
Robin Hood Foundation
Schuyler Center for Research & Advocacy

DONORS

Pauline Chen
Cheryl DeWitt
Tara N. Gardner
Pamela Haas
Jean E. Jeremie
Betty Jones
David Kahane
Alice B. Owens
Helen O'Reilly
Walter Reyes



OUR MEMBERS

1332 Fulton Avenue Day Care Center, Inc.
A Castle for Classy Kids Learning Center, Inc.
A to Z Center Too, Inc.
Afro American Parents Educational Centers, Inc.
Aim High Leadership Centers
AllCare Provider Services
Alonzo A. Daughtry Memorial Day Care Center, Inc.
Atled, Inc.
B'Above Worldwide Institute
Bay One Preschool
Bedford Stuyvesant Early Childhood Development Center
Bellevue Day Care Center, Inc.
Belmont Community DCC, Inc.
Bethany Day Nursery, Inc.
Bethel Emanuel Temple, Inc.
Billy Martin Child Development Center, Inc.
Birch Family Services
Blanche Community Progress DCC, Inc.
Blue Star Of New York
BlueSky Daycare Center
Bright Start Early Learning Academy LLC
Bronxdale Tenant's League, Inc.
BronxWorks Inc.
Brooklyn Community Services
Brooklyn Kindergarten Society
Bushwick Improvement Society, Inc.
Bushwick United Housing Dev. Fund Corp
Cardinal McCloskey Community Services
Cathedral Parkway Towers Preschool
Catholic Charities Neighborhood Services
Chinese American Planning Council
Chloe Day School & Wellness Center
Ciditty Kiddie Corporation

CitiTots Early Childhood Center, Inc.
Citizens Care Day Care, Inc.
Claremont Neighborhood Centers, Inc.
Clifford Glover Day Care Center, Inc.
Colony-South Brooklyn Houses, Incorporated
Community Life Center, Inc.
Community Parents, Inc.
Cornerstone Day Care Center, Inc.
Cuddle Avenue Daycare 2 LLC
Cypress Hills Child Care Corp.
Dawning Village, Inc.
East Calvary Day Care Center, Inc.
East Harlem Block Nursery, Inc.
East Side House Settlement
East Tremont Child Care & Development Center
Escuela Hispana Montessori
Excelsior Child Care
Flushing Day Care Center, Inc.
Fordham Bedford Housing Corp.
Fordham Bedford/Concourse House, HDFC
Fort Greene Council, Inc.
G & T Childcare Corp
Glorious and Gifted Early Childhood Center, Inc.
Goddard Riverside Community Center
Grand Street Settlement
Greater Flushing Community Council, Inc.
Hamilton-Madison House, Inc.
Hawthorne Corners Day Care Center, Inc.
Heaven's Tiny Tots Inc.
Henry Street Settlement
Highbridge Advisory Council Family Services, Inc.
Highlights Academy
Hospital Clinic Home Center ACE Integration Head Start
Hudson Guild

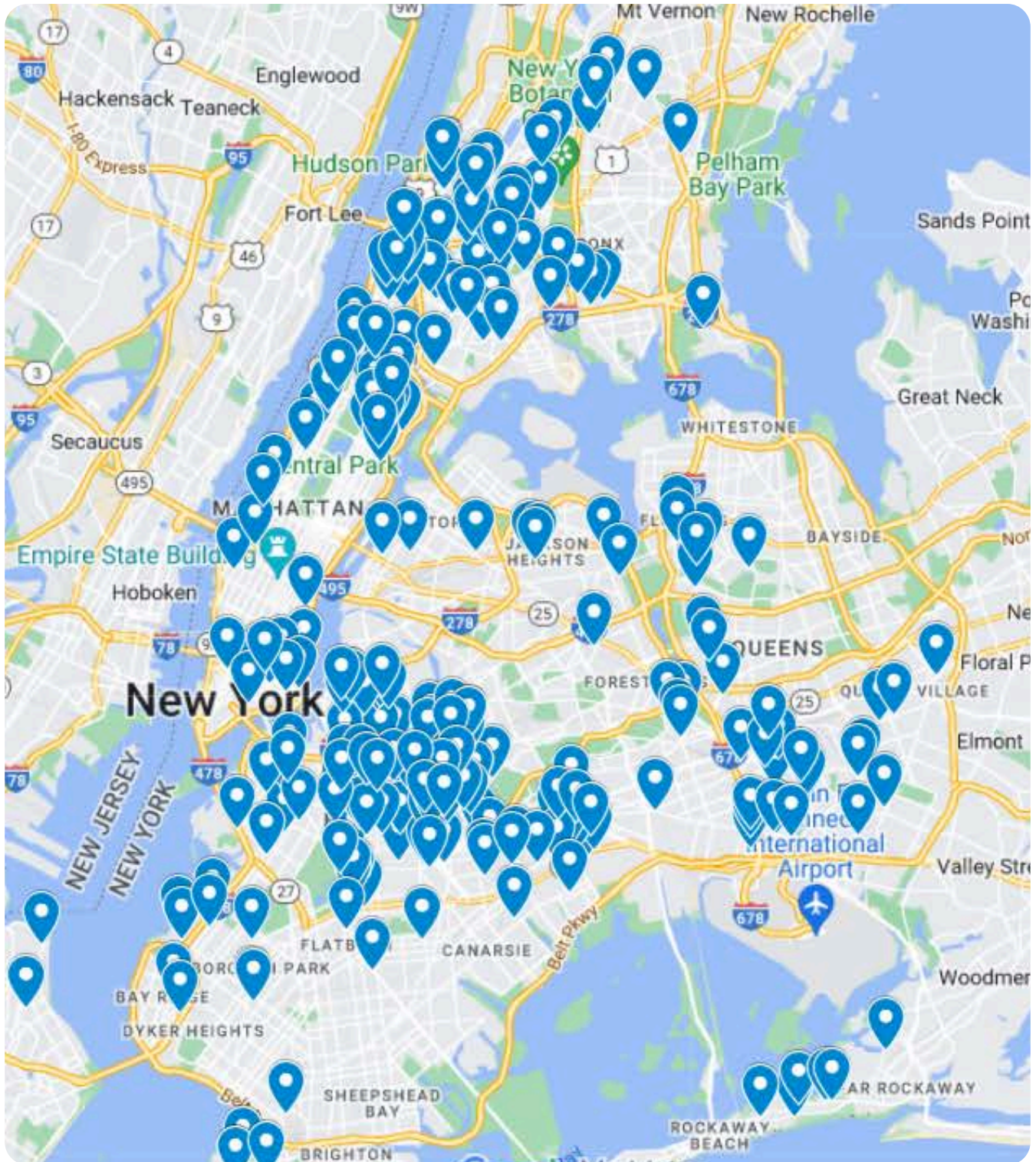


OUR MEMBERS (CONTINUED)

i bear daycare center
JHELC, INC
Kiddie Academy of Flushing
Kidz Village Preschool
Kissena Cherry Day Care, Inc.
L & P Day Care LLC
Labor and Industry for Education, Inc.
LABOR Bathgate Community CCC, Inc.
Lefferts Garden Promise
Lexington Children's Center, Inc.
Little Bell Childcare Corp.
Little Daydreamers Learning Center 3 LLC
Little Friends School Elmhurst
Little Smarties Corp
Little Sun People
Little Tot Red Wagon
MARC Academy and Family Center, Inc.
Medical Center Nursery School
Mona Prep Day Care Inc.
Nasry Michelen DCC, Inc.
New Life Child Development Center, Inc.
Nicholas Cardell DCC, Inc.
North Bronx NCNW CDC, Inc.
Northeast Bronx Day Care Center, Inc.
Northern Manhattan Perinatal Partnership
Nuestros Ninos Day Care Center, Inc.
Omega Psi Phi Fraternity-Nu Omicron Chpt ECEC
Open Door Associates, Inc.
Our Saviour's Lutheran Preschool
Police Athletic League
Prince Hall Service Fund
Program Support, LLC
Queens County Educators for Tomorrow
Quick Start Day Care Center, Inc.
Recreation Rooms and Settlement
Red Sun Children Development Inc.
ena Day Care Center, Inc.

SCAN-New York
RSeamen's Society for Children and Families
Seventh Avenue Center for Family Services
Sheltering Arms Children and Family Services
Shirley Chisholm Day Care Center, Inc.
Sholom Day Care, Inc.
Sholom Sholom, Inc.
Smart Start Early Learning Center, Inc.
South Jamaica Center For Children And Parents
Inc
Southampton Day Care Center- Fountain of Youth
Southeast Bronx Neighborhood Centers, Inc.
St. Mark's UMC Head Start Center
St. Nick's Alliance
Strong Place for Hope Day Care Center, Inc.
Sunny Skies Prospect Corp
Sunset Park Health Council/ NYU Langone
The Child Center of NY
The David Foster Preschool Academy
The Friends of Crown Heights Educational Centers
The Ivy Academy Day Care Center, Inc.
The League for Better Community Life,
Incorporated
The Salvation Army of Greater New York
Tolentine Zeiser Community Life Center
Trabajamos Community Head Start Inc.
Tremont Crotona DCC, Inc.
Tremont Monterey Day Care Center, Inc.
Union Settlement Association, Inc.
United Community Centers, Inc.
United Federation of Black Community
Organizations, Inc.
University Settlement Society of New York
Urban Strategies
Utopia Children's Center, Inc.
Washington Heights Child Care Center, Inc.
Williamsbridge NAACP ECEC Board of Directors

DCCNY Member Organizations





DAY CARE COUNCIL OF NEW YORK

1430 Broadway, Suite 404 New York, New York
10018 | 212-206-7818 | info@dccnyinc.org
www.dccnyinc.org