

ANNUAL REPORT 2024-2025



Day Care Council
of New York

Educated Children Are Our Future



A MESSAGE FROM THE BOARD PRESIDENT AND EXECUTIVE DIRECTOR

Dear Partners and Friends,

As we reflect on Fiscal Year 2025, we are proud to share the Day Care Council of New York's enduring commitment to strengthening early childhood education and child care across New York City. Since 1948, DCCNY has stood at the intersection of advocacy, policy, and practice—partnering with the City of New York, community-based providers, and home-based business owners to ensure that every child has access to high-quality, affordable early learning experiences and that the educators and professionals who make it all possible are supported and valued.

This year, our work continued to be guided by both legacy and innovation. Our legal services team helped child care employers navigate complex labor issues with confidence and care. We resolved the vast majority of arbitrations in favor of our members and provided trainings focused on building the leadership and resilience of programs and businesses citywide.

Our early childhood teams reached thousands of providers and families. We continued to serve as vital anchors for home-based educators who are the backbone of their communities. Through targeted coaching, professional learning, and nutrition support, we helped providers start, grow, and sustain high-quality programs, strengthen their business operations, and create safe, nurturing environments for children. Their successes remind us that our work changes lives one conversation, one connection, one classroom at a time.

Through advocacy, DCCNY also played a critical role in saving child care for New York City families. Our advocacy reflects the strength of our collective voice and the power of partnership when the stakes are



Tara N. Gardner
Executive Director



Alice B. Owens
Board President

highest. When a fiscal crisis threatened to push thousands of low-income families onto a waitlist, our team sounded the alarm and won state and city investments that restored stability for families and the programs that serve them.

We also deepened our impact through research and public engagement. Our publications, “Care When Families Need It” and “A Candidate’s Guide to Early Childhood Education,” translated the experiences of providers into actionable policy solutions, while our Advocacy Academy prepared early childhood advocates to speak boldly and effectively on behalf of their communities. DCCNY’s expertise and leadership were featured in major outlets including The New York Times, Politico, and BBC Radio, amplifying the realities of child care providers to audiences across the city, throughout the state, and beyond.

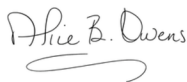
As we look ahead, DCCNY remains steadfast in our mission: to strengthen, support, and sustain New York City’s early childhood education and care system. The challenges before us—ranging from workforce retention to contracting reform to expanding the system in New York City—are significant, but so too is our collective determination to ensure that every child, family, educator, and professional thrives.

To our member organizations and providers: thank you for your trust, partnership, and daily dedication to children and families. To our funders, policymakers, and allies: thank you for standing with us in this essential work. Together, we are building a stronger, more equitable foundation for the future of early childhood education in New York City.

Forging ahead with gratitude,



Tara N. Gardner
Executive Director



Alice B. Owens
President, Board of Directors



ABOUT DCCNY

For over 75 years, the **Day Care Council of New York (DCCNY)** has advanced early childhood education throughout the five boroughs, growing to New York City’s largest membership body for city-contracted, community-based child care centers.

While impacting over 1,000 center-based and home-based ECE providers, we offer legal consultation, labor relations support, government reimbursement guidance, administrative support, professional development, and more for educators and business operators. Through these efforts, DCCNY works to reduce the operational challenges facing ECE programs, enabling early childhood professionals to focus fully on providing high-quality education and nurturing care to children. The majority of our services benefit traditionally underserved communities and neighborhoods with high percentages of low-to-moderate-income residents. We aspire to see a City where all children – regardless of socioeconomic circumstances – have access to high-quality care and affordable education.

DCCNY has also long served as a vocal advocate for the ECE industry. We work with elected officials at the City and State level to advance policies and programs that ensure all families have access to high-quality ECE programs regardless of income, ethnicity, or immigration status. As the management representative in labor negotiations with the City and the unions representing the child care and early childhood education workforce, DC 37 Local 205, and the Council of School Supervisors and Administrators, DCCNY has played a central role in securing meaningful wage increases for unionized child care educators working in City-contracted centers.

BY THE NUMBERS

1,950+

children served through referral services

315

families received technical support

118

child care programs implementing CACFP through DCCNY

\$400M

in state CCAP investment through advocacy

1,600+

families served through referral services

225+

newly licensed providers

4,600+

hours of technical service delivered

\$228M

in city CCAP investment through advocacy

\$22K

in quality improvement grants distributed to providers

1,800+

hours of legal assistance

1,000+

legal matters handled

36

years serving families through FCCN, CACFP, and CCR&R

1,800+

children received nutritious meals through CACFP

\$8.6M

in potential loan forgiveness supported through 205 consultations

1,400+

families impacted through CACFP

15

legal training sessions held



Labor Relations and Mediation Services (LRAS)



Our Legal Services Team continues DCCNY's legacy of partnering with the City of New York and child care providers to ensure that the City's youngest children receive the highest quality early childhood education and care by providing essential support to child care employers, both unionized (DC 37 Local 205 and CSA) and non-unionized in navigating workplace issues, personnel matters, and employee grievances.

Through a combination of training, consultations, and mediation services, we help members manage their workforce with confidence and care.

In FY25, our Legal Services team delivered:

- Over 1,800 hours of legal assistance
- Guidance on more than 1,000 legal matters
- Successful resolution of 9 out of 10 arbitrations
- 15 trainings on topics including fiscal management, labor and employment law, risk mitigation, professional development, and board governance.

Our team served members both remotely and in person, conducting site visits, delivering presentations, and offering tailored guidance to meet the evolving needs of child care employers across New York City.

1,800+
hours of legal
assistance

1,000+
legal matters
handled

Services for providers and families



NYC Child Care Resource Center

For almost 36 years, DCCNY has strengthened New York City's early care and education workforce by offering comprehensive training and technical assistance to child care centers, family child care programs, and school-age providers. Through our NYC Child Care Resource & Referral Consortium (CCR&R), funded by the NYS Office of Children and Family Services, we continue to assist NYC families by expanding access to high-quality, affordable care and helping providers enhance their business operations, uphold strong standards, and foster safe, nurturing environments.

36

years serving families through FCCN, CACFP, and CCR&R

Family Child Care Network & Child and Adult Care Food Program

DCCNY's Family Child Care Network (FCCN) program is located in Jamaica, Queens, one of New York City's most culturally rich neighborhoods, where almost half of residents are immigrants and the majority identify as Black or Hispanic. DCCNY has spent 36 years standing alongside family and group family child care providers. Over the years, we have become more than a support program; we have become a steadfast partner, advocate, and source of stability for the providers who anchor early care and education in this community. The trust placed in us is rooted in the dedication of our FCCN team.

Through the federally funded Child and Adult Care Food Program (CACFP), administered by the New York State Department of Health, DCCNY helps up to 125 child care providers access reimbursements that enable them to serve nutritious meals and snacks. Participation in CACFP promotes healthy development and food security for children while strengthening the financial sustainability of providers as small business owners. We offer targeted outreach, enrollment assistance, and hands-on training in menu planning and recordkeeping to ensure providers remain compliant and maintain high-quality nutrition standards.

CCR&R Impact Stories

Supporting Providers to Build Their Dreams: A provider from Japan began his journey by attending our Becoming a Family Child Care Provider Orientation and completing multiple training sessions at DCCNY. He launched a bilingual program in the East Village specializing in science and math. Inspired by his progress, he hopes to open a day care center in the future and join DCCNY as a member. Dreams really do come true!

Creating Space for Parents to Share: A mother reached out seeking care for her one-year-old daughter, who has respiratory challenges and requires special attention. As we spoke, she shared how overwhelming this journey had been, which she had never expressed before. By listening and offering encouragement, she felt supported and able to release her worries. Sometimes the greatest impact comes from simply providing parents a safe space to be heard and reassured that we are here to provide one-on-one support from start to finish.

Guiding Families to Safe, Quality Care: A single mother who recently relocated to New York City was searching for an early childhood program for her two-year-old daughter. Concerned about safety, she was hesitant to enroll her child. We provided tools to verify licensing, identify quality care, and explore program options. With one-on-one guidance and support, she found a program that met her daughter's needs and returned to work reassured that her child was in a safe, enriching environment.

Setting New Providers Up for Success: A new provider who had just received her license was unsure how to start her day care and was worried about leaving her full-time job. When we connected, she was relieved and said, “Ustedes me cayeron del cielo” (“You fell from the sky”). We guided her in organizing her learning environment and updating all required documentation. She was grateful to discover an organization like DCCNY existed to support her. Dahiana is one of hundreds of providers entering this field with little guidance—a reminder of the vital role we play in supporting essential workers.

FY25 Early Childhood Services Impact Data

CCR&R

- **1,660** families served through referral services
- **1,958** children served through referral services
- **227** newly licensed providers
- **4,646** hours of technical assistance delivered
- **\$22K** in quality improvement grants distributed to providers

FY25 FCCN & CACFP

- **222** children enrolled
- **315** families received technical support
- **1,880** children received nutritious meals through CACFP
- **1,420** families impacted through CACFP
- **118** child care programs implementing CACFP through DCCNY

EDCAP

- **\$8.6M** in potential loan forgiveness supported through 205 consultations



Policy & Advocacy



Saving Child Care for Thousands of NYC Children

DCCNY's policy team works alongside coalition partners and legislative officials at the city and state level to promote policies to benefit child care providers and families seeking child care.

This year, DCCNY responded to a fiscal crisis in New York City's Child Care Assistance Program that forced nearly 7,000 low-income families a month onto a waitlist for child care.

DCCNY alerted the media, engaged state legislators and city officials. DCCNY and our advocacy partners in the Empire State Campaign for Child Care executed an extensive campaign to meet with legislators across the state to discuss the looming child care crisis. In this effort, the DCCNY policy team met with over 70 state elected officials and their legislative teams.

Our efforts led to a \$400 million State investment and \$228.5 million City investment that saved child care for tens of thousands New York City families.

\$400M

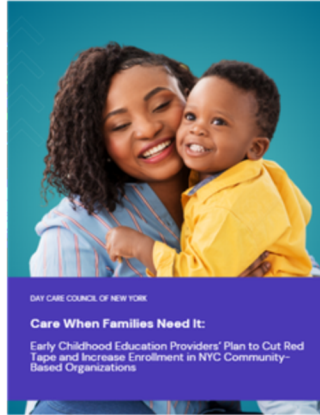
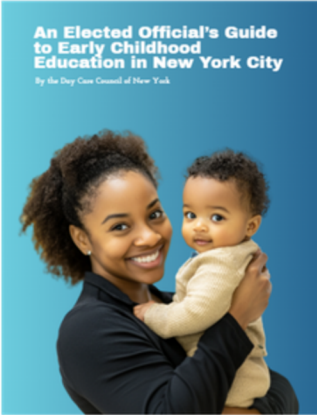
State investment
in CCAP through
advocacy

\$228M

City investment
in CCAP through
advocacy

New Publications

DCCNY released two major publications to support the early childhood education community:



DCCNY's work has been featured in New York Times, New York Daily News, Politico, Chalkbeat, BBC Radio, The Guardian, WNYC, Gothamist, among other publications.

Advocacy Academy

Early childhood teachers, staff, providers, board members, and volunteers came together to study early childhood education policy and advocacy through DCCNY's Advocacy Academy. Government officials, professors, advocates, and researchers led discussions and workshop advocacy approaches. Program graduates participated in advocacy more widely, including through meetings with state legislators in Albany, speaking to media about child care issues, and organizing parents and co-workers to advocate for early childhood education.



Legacy Ball Celebration

On Monday, October 28, 2024, we hosted our inaugural Legacy Ball at NeueHouse, bringing together more than 150 guests and staff for an evening of celebration, reflection, and gratitude. The event marked 75 years of service to New York City's early childhood education community and honored the outstanding contributions of:

- **Andrea Anthony** – Legacy Award
- **Matthew Alexander** – Unsung Hero
- **Erica Rodriguez** – Unsung Hero
- **Simone Hawkins** – Early Childhood Champion
- **Proskauer** – Early Childhood Champion

The Legacy Ball not only commemorated our remarkable history but also affirmed our commitment to the future — to strengthening community-based early childhood programs, supporting and showcasing educators, and ensuring that every child has access to high-quality care and early educational experiences. It was a night that celebrated the people and partnerships that have made our work possible for 75 years — and will continue to inspire our next 75.



Our Team

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Takiema Bunche-Smith, Vice President
Betty C. Jones, Vice President
Nilesh Patel, Vice President
Walter Reyes, Vice President
Jean E. Jeremie, Treasurer
Pauline Chen, Secretary
Pamela Haas, Member
Hugh Hamilton, Member
Lorenzo Newby, Member
Walsy K. Sáez Aguirre, Member

Executive Team

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

Management Team

Risa Bernstein, Office Manager & HR Generalist
Gabriela Gutierrez, Early Childhood
Mental Health Manager
Keishla Hornsby, Director of
Family Child Care Network
Sofia Lopez, Director of Early Childhood Services
Raffi Salbashian, Senior Counsel &
Deputy Director of LRAS

Child Care Division

Delma Burgos, Child Care Business
Training Specialist
Rebeca Felipe, Provider &
Engagement Coordinator
Lissette Garcia, Child Care Business Specialist
Joy Jensen, Provider Support &
Training Specialist
Jessica Laureano, Child Care Resource Counselor
Ingrith Marin, Child Care Resource Counselor
Almarie McCoy, Provider Support &
Training Specialist
Lisa Plaskett, Early Childhood Specialist
Vanessa Torres, Early Childhood Specialist

Member Support Services

Osberto Gomez, Education Debt Counselor
Giselle Terrero, Member Services Coordinator

James C. Hall, Jr. Family Child Care Network (FCCN)

Asmaa Fajri, Senior Education Specialist
Eunjoo Geem, Education Specialist
Cijissha James, Education Specialist
Karen McCray, Assistant Coordinator
Sharon McLaughlin, Administrative Assistant
Ana Santiago, Family Worker Supervisor
Zenya Stewart, Assistant Coordinator

Fiscal Team

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

Office Support

Joshua Stoby, Assistant Office Manager
Sandra Vazquez, Office Cleaner

Seasonal Team

Germany Acosta, Futures and Options
Janiyah Bailey, SYEP
Isaiah Brown, Member Services Assistant
Tej Budhram, Research Assistant
Hershya Daniel, SYEP
Idalis Espinal, Summer Research Assistant
Rylin Espinal, Programs Assistant
Caspar Lian, SYEP
Ricardo Martinez, Summer Research Assistant
Ilya Yusufov, SYEP

Policy & Research

Shelby Lohr, Senior Policy Analyst

Our Team (Continued)

Consultants

Deborah Asirifi, Special Events Consultant
Carey Solomon Accounting Services, Fiscal Consultant
Emmy Liss Strategies LLC, Researcher & Writer
GS Consultant Services, Health Care Consultant
Mariah's Digital Hub, Graphic Designer
Mary Oyedijo, Health Care Consultant
Relationship HQ, Professional Development & Coaching
Stacey White, Health Care Consultant
Verneida Adele LLC,
Event Executive Producer & Creative Dir.

Advisory Committee

Lateefah Abdul-Jabbar, RENA Day Care Centers
Willing Chin-Ma, Grand Street Settlement
Kelly Haley, East Harlem Block Nursery
Dawn Heyward, East Side House Settlement
Tanya Krien, The Child Center of New York
Roslynn Michael, Clifford Glover Day Care
Bridget O'Rourke, Unviersity Settlement Society
Alice B. Owens, Colony South Brooklyn Houses
Joanny Ruiz, Hudson Guild

Partnerships

Center for New York City Affairs, The New School
Child Development Support Center
Chinese-American Planning Council
Citizen's Committee for Children
Committee for Hispanic Children & Families
Council of School Supervisors and Administrators
District Council 37 Local 205
EdTrust – NY
East Side House Settlement
NYC Department of Health & Mental Hygiene
New York Foundling
New Yorkers United for Child Care
The City University of New York, York College
United Neighborhood Houses

Task Force & Advisory Group Memberships

NYC Child Care Advisory Group
NYC Mayor's Office of
Nonprofit Services Advisory Council
NYS Child Care Availability Task Force
NYS Child Care Advisory Board
NYS Early Childhood Advisory Council

Management Negotiating Committee

Dr. Karen Daughtry, Alonzo Daughtry Memorial
Cheryl DeWitt, Williamsbridge NAACP
Janelle Ferris, Brooklyn Community Services
Kelly Haley, East Harlem Block Nursery
Hugh Hamilton, Friends of Crown Heights
Wayne Ho, Chinese-American Planning Council
Tanya Krien, The Child Center
Alice B. Owens, Colony South Brooklyn Houses

Affiliations

Campaign for Children
Child Care Aware of America
Early Care & Learning Council
Empire State Campaign for Child Care
FPWA
Human Services Council
New York Council of Nonprofits
Nonprofit New York

DCCNY Member Organizations

July 1, 2024 - June 30, 2025

1332 Fulton Avenue DCC, Inc.
4 Angels Day Care
A to Z Center Too, Inc.
A Castle for Classy Kids Learning Center, Inc.
Afro-American Parents
Aim High Leadership Centers
Allcare Provider Services
Alonzo Daughtry Memorial
Atled, Inc.
B'Above Worldwide Institute
Bay One Preschool
Bedford Stuyvesant Early Childhood Development Center
Bellevue Day Care Center
Belmont Community DCC, Inc.
Bethany Day Nursery, Inc.
Bethel Mission Station Church
Billy Martin Child Development Agency
Birch Family Services
Blanche Community Progress
Blue Sky Daycare Center
Blue Star Academy
Bright Start Early Learning Academy
Bronxdale Tenants League DCC, Inc.
BronxWork, Inc.
Brooklyn Community Services
Brooklyn Kindergarten Society Inc
Bunny Hill Daycare & Preschool
Bushwick Improvement Society
Bushwick United Housing Development Fund Corp
Cardinal McCloskey and Children
Cathedral Parkway Towers Pre-School
Catholic Charities Brooklyn and Queens
Chinese American Planning
Chloe Day School & Wellness Center
Ciditty Kiddie Corporation
Citizens Care Day Care, Inc.
Claremont Neighborhood Centers
Clifford Glover Day Care Center, Inc.
Colony South Brooklyn Houses
Community Life Center, Inc.
Concourse House, HDFC
Cornerstone Day Care Center, Inc.
Cypress Hills Child Care Corporation
Dawning Village
Early Starters USA
East Calvary Day Care Center
East Harlem Block Nursery, Inc.
East Side House Settlement
East Tremont Child Care
Escuela Hispana Montessori
Excelsior Child Care
Flushing Day Care Center, Inc.
Friends of Crown Heights
G & T Childcare Corp.
Glorious and Gifted Early Childhood Center
Goddard Riverside
Grand Street Settlement, Inc.
Greater Flushing Community
Hamilton Madison House, Inc.
Hawthorne Corners DCC, Inc.
HCHCIC-Ace Integration Head Start
Heaven's Tiny Tots
Henry Street Settlement, Inc.
High Hopes of Staten Island
Highlights Academy
Hudson Guild Neighborhood
Jackson Heights Early Learning Center
Kiddie Academy of Flushing
Kidz Village Preschool, LLC
Kissena Cherry Daycare, Inc..
L & P Day Care, LLC
League for Better Community Life

DCCNY Member Organizations

July 1, 2024 - June 30, 2025

Lefferts Garden Promise
Lexington Children's Center
Little Bell Childcare Corp.
Little Daydreamers Learning Center 2 & 3
Little Friends School Elmhurst
Little Smarties Corp
Little Sun People
Little Tots Red Wagon
MARC Academy
Mona Prep Day Care Center
Nasry Michelen Day Care Center
New Life Child Development Center 1
Nicholas Cardell DCC, Inc.
North Bronx National council
Northeast Bronx DCC, Inc.
Northern Manhattan Perinatal Partnership
Nuestros Ninos Day Care Inc
Omega Psi Phi
Open Door Associates
Our Saviour's Lutheran Preschool
Prince Hall Service Fund Inc
Program Support, LLC
Queens County Educators for Tomorrow
Quick Start Day Care, Inc.
Recreation Rooms and Settlement
Rena Day Care Center Inc
River Park Nursery School
SCAN-NY
Seamen's Society for Children and Family
Seventh Avenue Center for Family Services

Sharon Baptist Board of Directors, Inc.
Shirley Chisholm Day Care Center, Inc.
Sholom Day Care, Inc.
South Jamaica Center for Children
Southeast Bronx Neighborhood
St. Marks UMC Head Start Center
St. Nicks Alliance
Staten Island Community Services
Stepping Stone Preschool
Strong Place Day Care Center Inc
Sunny Skies Day Care Corp.
Sunset Park Health Council/NYU
The Child Center of New York Inc
The David Foster Preschool Academy
The Ivy Academy Day Care Center, Inc.
The Salvation Army
Tolentine Zeiser Community Life
Traditional Education Center
Tremont Crotona Day care center
Tremont Monterrey DCC Inc
Union Settlement
United Federation of Black Community
Organizations
University Settlement Society
Urban Strategies, Inc.
Utopia Children's Center, Inc.
Washington Heights Child Care Center, Inc.
Williamsbridge NAACP DCC Inc

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WABC Disney
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Jodi Warren
Soroya Webb
Amy Wochos
Jeffrey Woodberry
Woods-King Giving Funds
Steven Yastrus
Moshe Zaghi

Funders

Center for New York City Affairs,
The New School
Community Service Society
Docs for Tots
Early Care & Learning Council
New York City Public Schools
New York Community Trust
New York Early Childhood Professional
Development Institute at CUNY
New York State Department of Health
New York State Office of Children &
Family Services
Schuyler Center for Analysis and Advocacy



Financials

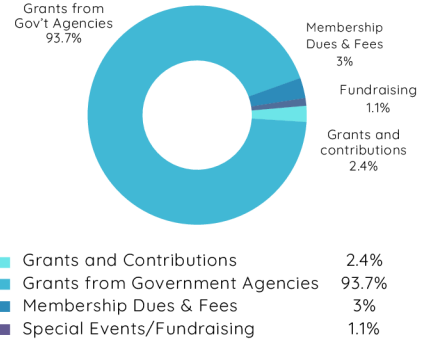
INCOME YEAR ENDED JUNE 30, 2025

SOURCE OF INCOME FY 2025

Grants and Contributions	\$368,129
Grants from Government Agencies	\$14,390,944
Membership Dues and Fees	\$458,753
Special Events/Fundraising	\$172,353

TOTAL \$15,390,179

(Information derived from unaudited financial statements)



EXPENDITURES YEAR ENDED JUNE 30, 2025

USE OF INCOME FY 2025

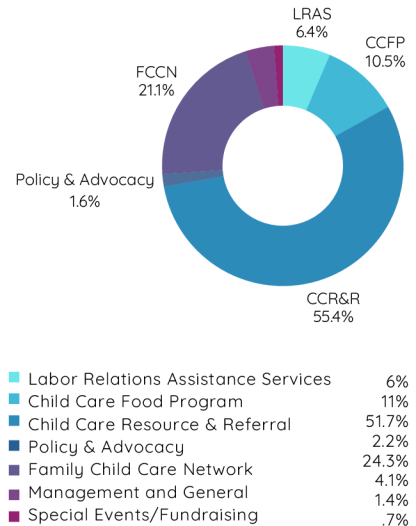
Labor Relations Assistance Services	\$983,197
Child Care Food Program	\$1,617,374
Child Care Resource & Referral	\$8,533,210
Policy & Advocacy	\$254,088
Family Child Care Network	\$3,254,363
Management and General	\$594,469
Special Events/Fundraising	\$176,055

TOTAL \$15,412,758

Operating change in net assets (\$22,579)
 Net Investment Income Gain/Loss \$147,773

Total change in net assets \$125,194

(Information derived from unaudited financial statements)



Resources



Please Contact:

info@nyccrr.org or **888-469-5999** for info on our Child Care Resource and Referral services.

membership@dccnyinc.org if you are a center-based provider interested in DCCNY membership, or you are a current member seeking DCCNY's legal resources.

bit.ly/DCCNYDonate to donate to DCCNY.

registration@dccnyinc.org to join a DCCNY training session.

info@dccnyinc.org for a copy of a previous DCCNY report.

policy@dccnyinc.org with policy-related questions.

info@dccnyinc.org or **212-206-7818** for all inquiries

DAY CARE COUNCIL OF NEW YORK

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