



Bethlehem Center

OF CHARLOTTE

2019 ANNUAL REPORT



Providing high-quality education and support for children in need through partnerships with their families.

2019 SNAPSHOT

Early Childhood Education Program
Ages 3-5

656 children



Out of School Time Program
K-12
68 students

Early Childhood Education Program
Birth - 35 months

129 mom's-to-be & children



457 children recieved dental screening in collaboration with Smile Starters and Vann Dental

171 children receivd hearing screenings in collaboration with Charlotte Speech and Hearing



378 children received vision screenings in collaboration with Preventative Blindness



Our Leadership Team

William McDonald
Chief Executive Officer



Jared Keaton
Chief Operation Officer



Cathy Cloud
Human Resource Director



Brian Luckadoo
Chief Financial Officer



POSITIVELY AFFECTING THE ECONOMIC FUTURE OF CHILDREN THROUGH EDUCATION

We provide high-quality educational supports for children living in low-income families.

These supports range from social services and nutritional needs, to specialized curriculum and mentoring.

Our work ensures these children are getting the most out of school... and life.

We are honored to have become the preferred early childhood education services provider in Charlotte, and look forward to seeing all the good works these children will achieve in our future.



**CHIEF EXECUTIVE OFFICER
WILLIAM MCDONALD**

“

*We thank our partners,
sponsors, donors and staff for
helping Bethlehem Center of
Charlotte become the
cornerstone in the educational
foundation of children.*

”



NINE EARLY CHILDHOOD EDUCATION CENTERS

Conveniently located throughout
Mecklenburg County



Brightwalk
1240 Badger Court



Mulberry Baptist
6450 Tuckaseegee Rd



St Johns
300 Hawthorne Ln



The Plaza
6015 Barrington Dr



Oaklawn
1920 Stroud Park Ct



Stephanie Jennings
3320 N Sharon Amity Rd



McAlpine
8310 McAlpine Park Dr



Southside
2617 Baltimore Ave



Tryon Hills
2600 Grimes St



6450 Tuckaseegee Rd
Mulberry Community



6015 Barrington Drive
The Plaza



1720 Vilma Street
Southview Recreation
Center



2821 Park Road
Avondale Presbyterian
Church

FOUR OUT OF SCHOOL TIME PROGRAM SITES

Students enrolled in a high-quality educational support program during the hours when they are not in school, are twice as likely to be academically engaged and graduate high school on time.





ABOUT OUR ORGANIZATION

Bethlehem Center of Charlotte (BCC) was founded by United Methodist Women in 1940. Their initial mission was to address the needs of women and their children living in Charlotte's poorest inner-city neighborhood of Brooklyn.

Now, nearly 80 years later, BCC has sharpened its focus on providing educational services for children in need from birth to high school graduation.

MISSION AND VISION

The mission of Bethlehem Center of Charlotte is to provide high-quality education and support for children in need through partnership with their families.

We believe that by successfully employing this mission, we will positively affect the future of children at risk by improving economic mobility through education.

In 2019, we served over 800 children and their families each day. Students enrolled in our programs are more likely to engage as curious learners, complete high school, and successfully enroll in college or enter the job market.



THE SCIENCE BEHIND EARLY CHILDHOOD EDUCATION

How we learn. What we learn. When we learn.

For years, we have known that our brain's foundation for all future learning is built in early childhood. From this simply text, we can surmise that access to early learning activities across all developmental areas is extremely important in constructing a neurological foundation for more complex learning and tasks over time.

But a study published by the CDC in July of 2017, titled, [Addressing Health Disparities in Early Childhood*](#), added clarity to this point. In this study, the authors note that chronic stressors in early childhood, such as poverty, can have a cumulative lifetime effect on learning, earnings, and health. They further note that language differences associated with socioeconomic status are documented as early as 18 months old, and vocabulary skills by the age of 3 years predict third grade reading, which in turn predicts high school graduation rates, increased earnings potential, and chronic diseases.

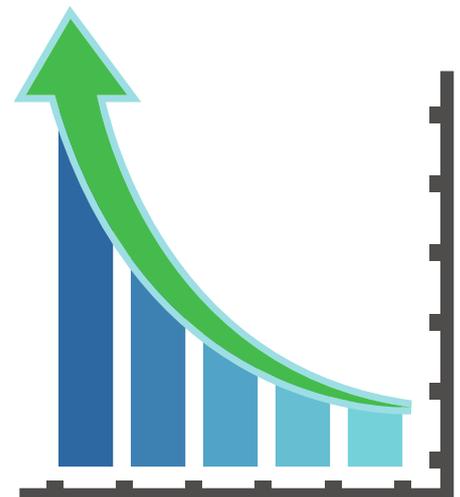
At Bethlehem Center of Charlotte our full-day program for children, ages birth to five, provides a comprehensive learning base that stimulates strong neurological growth and our well-trained, professional staff ensures this curriculum includes mental and physical wellness, and a strong emphasis on literacy and numeracy.

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"The academic help with homework and tutoring has allowed my daughters to improve in their overall grades; especially in reading!

Garmarie Bennett, Parent

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Grade Level Progress Reports

Our evidence-based curriculum and frequent learning assessments allow us to individualize and tailor our teaching style to best support each child's needs.

SPECIALIZED CURRICULUM - BIRTH -5 YEARS OLD

To achieve your goals, start where you are.

It is our goal to to prepare each child for success in Kindergarten and beyond!

By evaluating each child's strengths and weaknesses across five domains of school readiness, we are able to customize the child's curriculum and the teacher's style of instruction to best meet the individualized needs of the child.



5-STAR RATED EARLY CHILDHOOD EDUCATION CENTERS

All nine of the Bethlehem Center of Charlotte Early Childhood Education Centers are 5-Star rated by the State of North Carolina. We have been awarded this highest ranking the State offers because of our diligent work in ensuring every child enrolled in our program has the support needed to be successful.

Our staff is passionate about helping all children achieve their best. Many of our team members hold Master Degrees, and all have access to our team of specialists including two Directors of Coaching and Development in Infant/Toddler, and Pre-School Learning, a Disabilities and Mental Health Specialist, an Inclusion Specialist, Nutrition and Health Managers, and Family Engagement Specialists.

OUT OF SCHOOL TIME PROGRAM

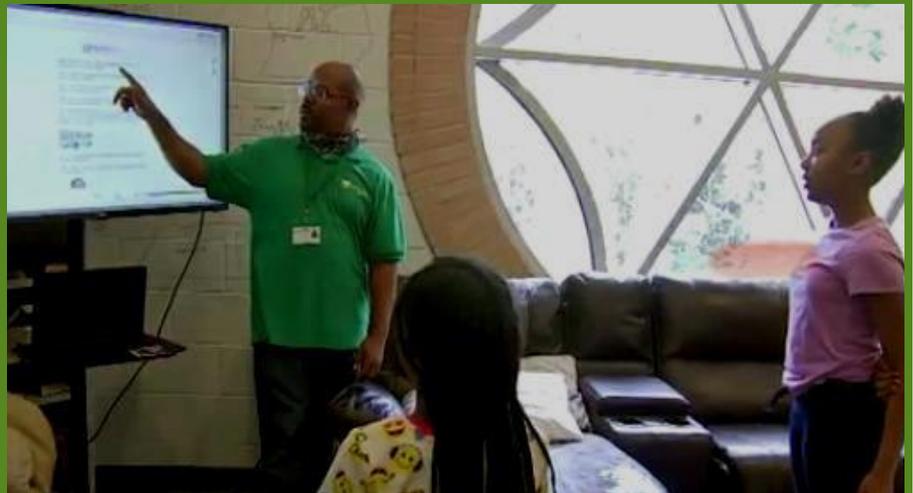
These are our future leaders and influencers.

What are your interests? And how were you introduced to those interests? At some point in time, each of us are exposed to an experience, an activity, or perhaps even a person that makes a positive and lasting impression on us. They uncover our strengths, and inspire us.

Our OST Program is designed to help students connect with their inner strengths, build on their positive character traits, and inspire them to achieve personal goals.

Our OST program serves students enrolled in Kindergarten through the 12th grade when they are not in school. This is an optimal time to discover new individual strengths and interests.

Our first focus is academic success and our OST staff provides an environment that supports completing homework, and individualized tutoring.



OST programs are divided into two basic age groups: pre-teen and teenager. We explore age-appropriate subject areas, attend special events, play, engage with guest speakers who introduce a wide range of topics, and investigate college and career options!

STUDY OUTCOMES

Students enrolled in quality Out of School Time Programs are less likely to engage in risky behaviors and are more likely to be engaged in school and graduate on time.

At Bethlehem Center of Charlotte we have proven this study to be accurate. In the past 5 years, 96% of students enrolled in our Teen Leadership Cooperative Out of School Time Program have graduated from high school on time and have successfully moved on to begin college or start a career!

THE KEY TO DIFFERENTIATION IS FAMILY ENGAGEMENT

A child's primary teacher comes from home.

Caregivers have a great influence over a child's home learning environment. Recognizing and supporting the needs of the family is important in building each child's intellectual and emotional foundation. This is why you will find a full team of specialists, including Family Case Managers, Home Visitors, Nutrition and Health Managers, and an ERSEA Specialist actively identifying where support may be needed. These professionals help set Bethlehem Center of Charlotte apart from many other educational service providers in our area.

FAMILY ENGAGEMENT HIGHLIGHTS -2019

Our mission statement is to provide high-quality education and support for children in need through partnerships with their families. This partnership between children and their families is a critical piece to the education puzzle, and that is why we work to identify areas where caregivers need help too. In reviewing our activities below, please try to imagine the impact on each child's education and overall well-being if we were not able to identify and meet these family needs.

- 18 families acquired affordable housing
- 8 families in received English as a Second Language instruction
- 106 families received emergency crisis intervention
- 9 parents in receiving their high school diploma
- 4 parents in receiving their associates/bachelor's degree
- 6 parents participated in and completed job training programs
- 26 families received bus passes
- 127 families received infant and toddler clothing from Baby Bundles



SERVICE PROVIDER PARTNERSHIPS

Head Start

Early Head Start

Mecklenburg Pre-K

North Carolina Pre-K

Smart Start

Community School of the Arts

Charlotte Mecklenburg Schools

Care Ring

InLivian

Childcare Resources

The Children's Alliance

Crisis Assistance Ministry

Second Harvest Food Bank

Charlotte Speech and Hearing Center



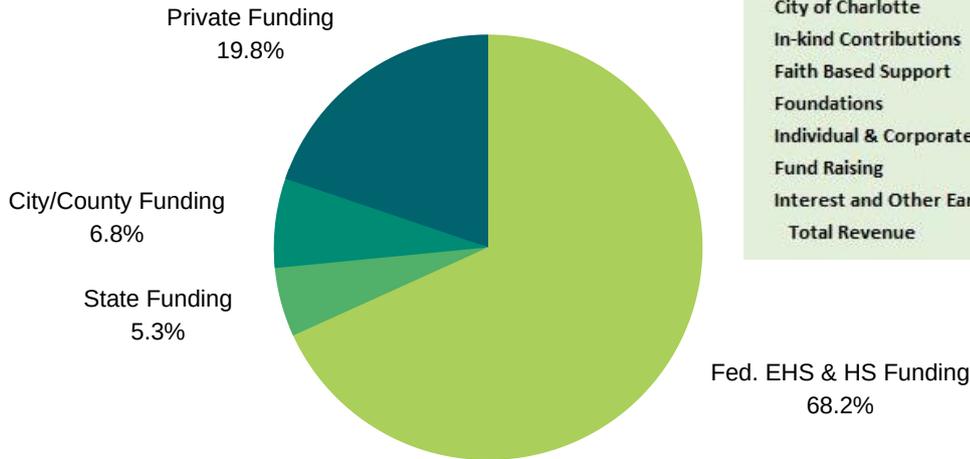
"Ms. Dixon helped me with steps to get better housing, and my GED. If it were not for her, I don't know where I would be. All of what I did, and what I have, I thank her for it."

- Princess Thompson, Parent



REVENUE

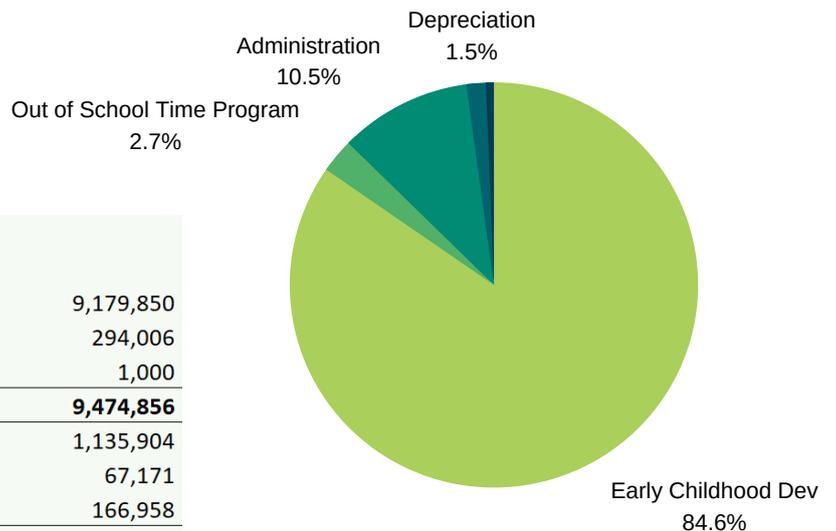
2019 Income sources by category



US Dept HHS Office of Head Start	\$	7,368,252
Meck Pre-K		604,677
NC Dept HHS - USDA		468,306
Meck County - Behavioral Health Div.		109,819
NC Pre - K		98,970
City of Charlotte		19,555
In-kind Contributions		1,842,367
Faith Based Support		68,269
Foundations		27,381
Individual & Corporate donors		38,834
Fund Raising		94,774
Interest and Other Earned Revenue		63,636
Total Revenue	\$	10,804,840

EXPENSES

2019 Expenses by category



Program	
Early Childhood Development	9,179,850
Out of School Time	294,006
Scholarship Fund	1,000
Total Program Expenses	\$ 9,474,856
Administration	1,135,904
Fund Raising and Development	67,171
Depreciation	166,958
Total Expenses	10,844,889
Total Gain in Net Assets	\$ (40,049)
	\$ 1,045,912
	\$ 1,005,863

BETHLEHEM CENTER OF CHARLOTTE

Overview

The Workplace

Bethlehem Center of Charlotte operates

- Nine 5-Star rated Early Childhood Education Centers
- Four Out of School Time Centers (K-12)



Transportation

Seven buses transport ECE program children to and from home, as well as transport OST students from their respective schools in the afternoon to our OST Centers, and then home in the evening.

Health and Nutrition

Six kitchens prepare, serve, and deliver breakfast, lunch and a snack to our children at all 9 ECE Centers.



The Staff

211 staff members ensure our children are well-cared for, our educational programs continue to meet our high standards, and our facilities are safe, clean, and attractive learning environments.

On giving back...

Each year, Bethlehem Center of Charlotte Board Members and staff participate in an annual giving campaign to help fund our programs. Both our Board Members and staff are extraordinarily generous in this campaign - we wish to acknowledge their gifts here. We thank you for all you do for us each day!

THANK YOU TO OUR MANY SUPPORTERS

In addition to the many volunteers who shared over 1000 hours of their time with our teachers, children and our children's families, we thank all of our supporters this year!



Bethlehem Center of Charlotte
proudly recognizes the community and business leaders who have been selected to
serve as Board of Directors.

We trust that their leadership and talent will guide our mission forward and increase our
influence in positively impacting the future of children at risk by improving economic
mobility through education.

We are grateful for their service and the immeasurable value of their time.

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PartnerRe
President – US Life Operations

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SCOR Global Life
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Well Fargo
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Strategic Account Executive

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