



Para los niños  
for the children

FUTURE  
LEADERS



FUTURE  
LEADERS



Excellent Education.  
Powerful Families.  
Strong Communities.

2022-2023 ANNUAL REPORT

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# Letter from the CEO & Chair of the Board

## Dear Para Los Niños Supporters,

It is a privilege to share the work and impact of the 2022-2023 program year. As you will read in the pages ahead, this was another remarkable year for Para Los Niños. We continued to deepen the connections in the communities we serve and expanded to serve many more children, youth, and families. Internally, we expanded our capacity and dove into employee connection, engagement and appreciation.

In this report you will see some of the numbers that show our impact, but more importantly the stories behind those numbers – from mother Ana and her partnership with our Mental Health team to build a stronger bond with her family (page 34), and from youth who built their path to success in partnership with our Youth Workforce Services team and have returned to support their community (page 12). As you'll read, our work at PLN is more important than ever.

This year also marked the conclusion of a strategic plan, through which we have made some key changes to the focus and implementation of our work across our early education centers, charter schools, youth centers, and mental health supports. Additionally, we have looked inward to build capacity and deepen our diversity, equity, and inclusion efforts into our systems and initiatives. Learn more about our strategic plan on page 33.

This impact and growth is only possible through the support of our generous donors starting on page 16, our volunteers on page 27, and our staff. In the pages ahead you will see the dedication of our supporters, volunteers, and the deep connection our teachers, therapists, advisors, administrators, and all of the PLN team have to our mission. This is a part of PLN that we are so proud of and know is critical to our success.

We look forward to building and launching a strategic refresh in the year ahead; to laying out our vision for the next 10 years, with some specific goals and actions laid out for the next few years. We will continue to serve the Los Angeles community through our signature holistic and comprehensive support, while we simultaneously explore creating a greater impact through work in policy and advocacy, by uplifting youth voices, and by expanding mental health access. As always, we will focus on being a trusted partner with the children and youth, and their families. Thank you for being a part of this leadership and community.

Sincerely,  
Drew and Marge



**Drew Furedi**  
President & CEO

A handwritten signature in blue ink that reads "Drew Furedi".



**Marjorie Ehrich Lewis**  
Board of Directors, Chair

A handwritten signature in blue ink that reads "Marjorie E. Lewis".

“Got my keys to my new home today! Thank you for all you did, and have continued to do for my family and I. I truly appreciate you.”

– Mom’s message to PLN Case Manager, Prevention & Aftercare, who supported her through finding the resources to overcome multiple hardships







234

Para los niños  
childRen

Para los niños  
for the

Para los niños  
childRen

Para los niños  
childRen

UCSD

CERTIFICATE OF COMPLETION

NASHA CELAYA CARILLO

Exceeded Expectations



# Family Spotlight

Margarita enrolled all her sons at Para Los Niños as toddlers. Her eldest son, now 27 years old, attended PLN's preschool; and her two younger boys have graduated from PLN's preschool and elementary school. Dylan and Daniel are currently enrolled in PLN Charter Middle School as 6th and 8th graders, respectively.

*"I thank God for having the opportunity to take my children to Para Los Niños," Margarita shares, feeling nostalgic as Daniel and Dylan will soon be graduating from the PLN Charter Middle School. She credits countless memories to PLN, and says the teachers made her feel like family."*



"[The classes] have greatly benefited them. It has helped them develop confidence in themselves. They've even had concerts with audiences, which has made them less shy and more self-assured and disciplined," Margarita shares.

The opportunities PLN schools have given her sons—including taking classes at The Colburn School's Community School of Performing Arts—are one of the many reasons Margarita has driven from Huntington Park to Downtown Los Angeles every weekday since 2015.

When Margarita's sons began attending PLN, she worked near the schools; but even after leaving her job in downtown LA, she decided to drive 15 miles every morning and afternoon to give her children continued access to the education, resources, and relationships offered by PLN. "I don't mind the commute. It is beneficial for their lives to be in a good school," says Margarita.

Margarita shared that while she is sad to have her boys graduate and leave PLN schools in the coming years, she knows that the relationships they have formed, opportunities they have embraced, and education they have received during their time at PLN will last a lifetime.



# Who We Serve

PLN children, youth, and families come from communities across Los Angeles. Many of them face systemic bias and trauma as they pursue opportunities others take for granted: a great education, mentors, or access to safe stable housing.

At PLN, we believe that every child deserves the opportunity to reach their full potential; and every family should have the resources to equip their child to succeed. Through education, partnership, and advocacy Para Los Niños helps families thrive.

92%

OF THE CHILDREN AND FAMILIES SERVED BY PLN LIVE IN AREAS OF CONCENTRATED POVERTY\*

10,000+

CHILDREN, YOUTH, AND FAMILY MEMBERS ARE SERVED BY PLN EACH YEAR

>\$25,000

AVERAGE ANNUAL INCOME FOR A FAMILY RECEIVING MENTAL HEALTH OR FAMILY SERVICES

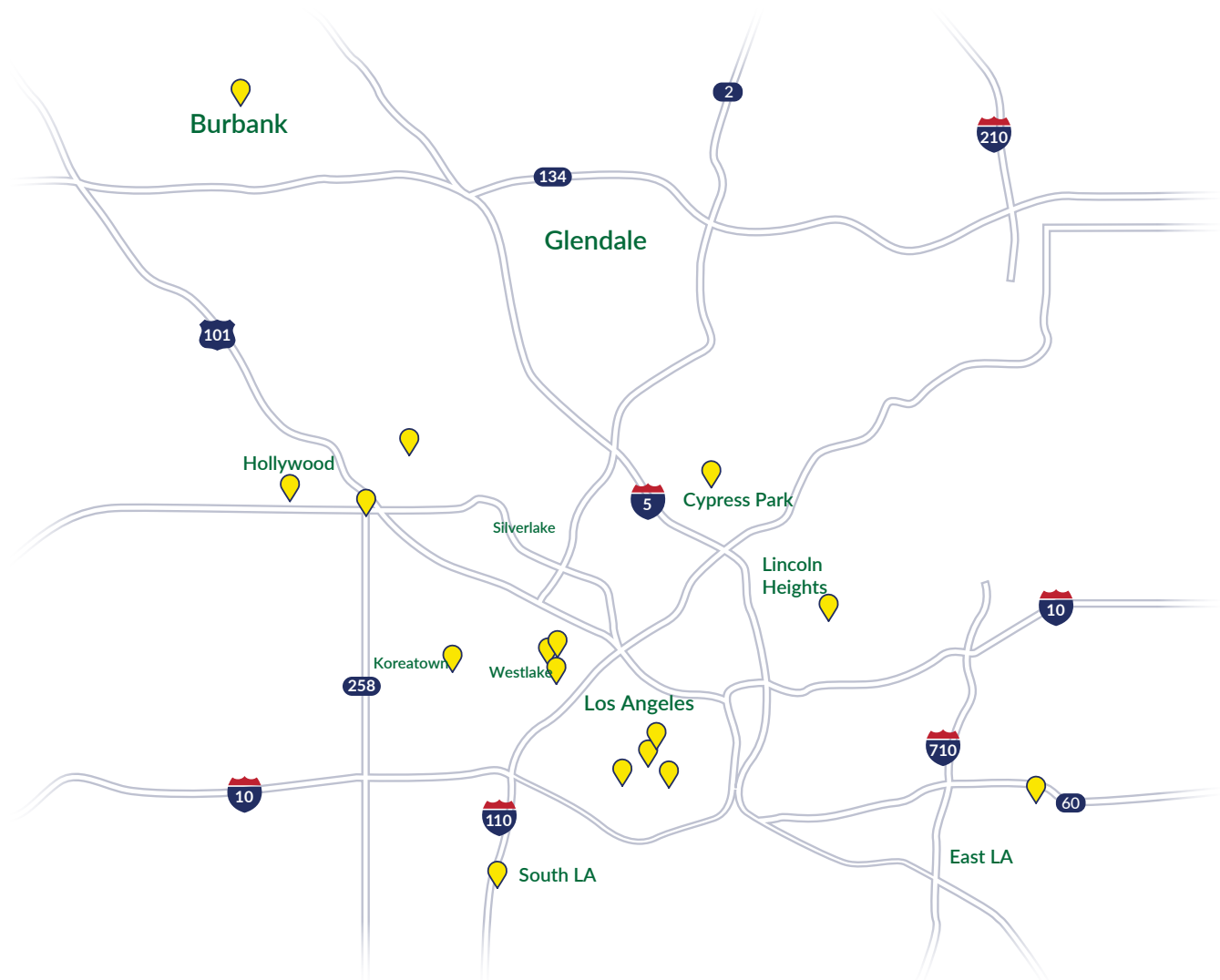
89%

OF FAMILIES AT OUR SKID ROW EARLY EDUCATION CENTER IDENTIFY AS HOMELESS

31%

OF STUDENTS ACROSS OUR EARLY CHILDHOOD STUDENTS RECEIVE SPECIAL EDUCATION SERVICES

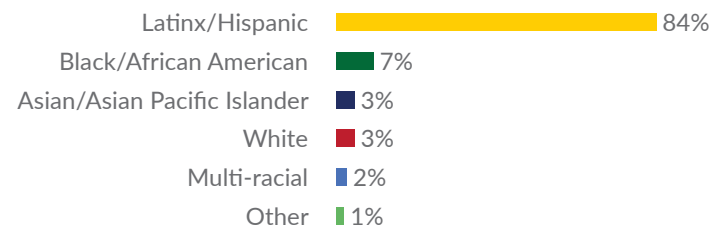
\*Service Planning Areas 4 and 6: Communities, including Downtown LA/Skid Row, West Lake/Pico-Union, Boyle Heights, Hollywood, and South Los Angeles, have the highest levels of food insecurity and homelessness in LA County.



PLN SITE

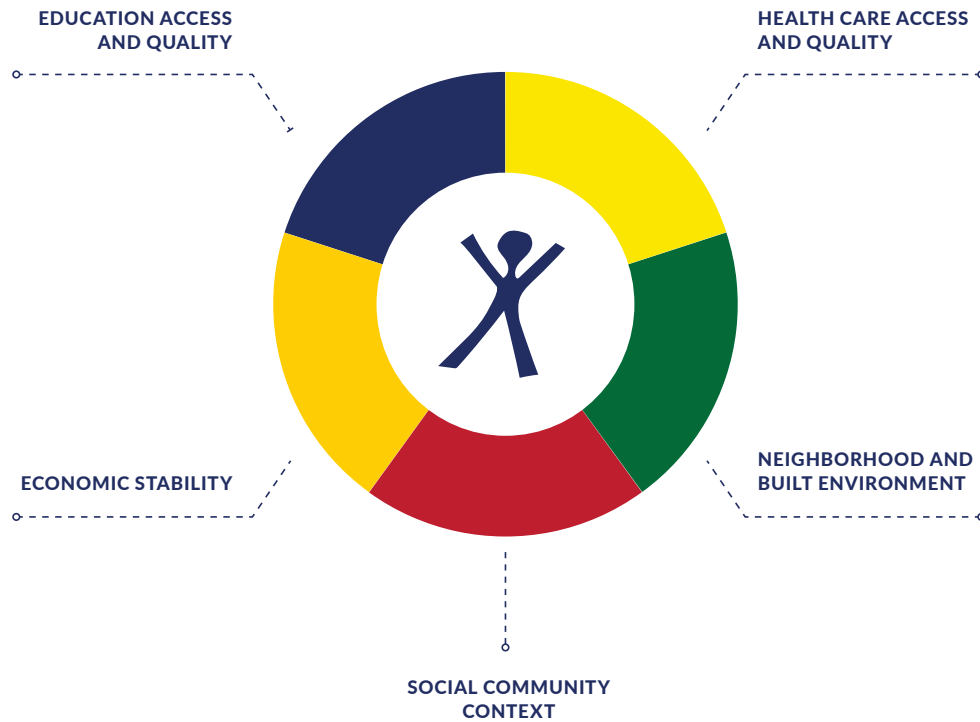
17 locations across the Los Angeles area offering education, empowerment, and strength for local communities.

### ETHNICITY



# Social Determinants of Health

Para Los Niños is committed to supporting communities and families that are negatively impacted by the conditions in which they live, work, and play. These conditions, known as social determinants of health (SDOH), are divided into five categories: economic stability, education access and quality, health care access and quality, neighborhood and environment, and social and community context. Poverty, housing instability, literacy and language, access to health services, crime and violence, food insecurity, and discrimination – all are negative impacts one can face through their SDOH, and these are also some of the greatest issues the families of PLN face.



## EDUCATION ACCESS AND QUALITY

A core part of PLN's work is to provide excellent education to children as young as six weeks old through eighth grade. However, PLN also supports youth throughout high school and college entry and acts as a resource for parents and guardians seeking educational services.



## HEALTH CARE ACCESS AND QUALITY

The pandemic exposed serious inequities in health care systems across the U.S., but the work of our promotoras in our communities was already strong as early as 2018. Today, PLN partners with Children's Hospital of Los Angeles to continue to break barriers and build community access to quality health care.



## ECONOMIC STABILITY

Our goal is to disrupt generational poverty and give children and youth the foundation to lead successful lives through academics and social emotional skills. Further, we partner with the entire family to address setbacks and to help families overcome obstacles and move forward.



## SOCIAL COMMUNITY CONTEXT

The connections we have with those around us are crucial to our health and well-being. PLN's approach is relationship based to help children, youth, and families build connections within their homes and in their communities. PLN understands how safe and caring relationships mitigate some of the negative impact of trauma and stress.



## NEIGHBORHOOD AND BUILT ENVIRONMENT

Many PLN families live in neighborhoods that have high rates of violence, unsafe air or water, and other safety and health risks. Our goal is to help residents advocate for systems change, uplift the voices of the marginalized, and make space for them to catalyze the change they want to see in their communities.



# Our Approach

## PLN's Theory of Change

Our Theory of Change (ToC) is grounded in the recognition that new approaches are needed to truly transform communities. The ToC formalizes how our mission, vision, and core values engender change through our programs for children, youth, and families.

The ToC functions as an anchor to develop clear aims and strategies and build a strong foundation for ongoing decision-making, evaluation, and communication with internal and external stakeholders.

### Educate:

We provide high-quality academic and social-emotional education that fosters creative problem-solving and innovation in order to promote school readiness.

### Support:

We provide social-emotional wraparound support to parents and our communities to promote well-being, and support students' academic and social success.

### Partner:

We partner with and uplift communities that connect children, youth, and families to education and resources to lead and succeed. We engage in advocacy and policy efforts to improve service delivery systems.



Family Bonding Classes

Integrated Support



High School Graduation Support

Parenting Classes

Promotora



Early Education

Career Readiness & Financial Literacy Training

Case Management

Community Trauma Resiliency Building



Charter Schools & After School

Community Partnerships



Skid Row Collaboration

Mental Health & Clinical Support

Family Support Specialists

# Our Impact

For over 43 years, PLN has partnered with children, youth, and their families to provide a comprehensive, holistic approach to education and support. As a result, we encourage families to engage with PLN in multiple ways and enroll in as many services as possible.

# 10%

GROWTH IN  
7TH GRADE  
MATH RESULTS



# 71,902

PAID HOURS OF  
INTERNSHIPS BY  
YOUTH BUILDING  
THEIR CAREERS



# 108

PARENTS  
ATTENDED  
WORKSHOPS  
SUPPORTING THE  
WELL-BEING OF  
THEIR FAMILIES

# 18,544

BOXES DISTRIBUTED  
THROUGH BEST START,  
PILA, AND OUR PEACE &  
HEALING CENTER

# \$300,000

IN GROCERY GIFT CARDS  
DISTRIBUTED TO YOUTH  
AND FAMILIES



# 18,401

HOURS OF MENTAL HEALTH  
SUPPORT ADMINISTERED TO  
CHILDREN AND FAMILIES

# 96%

OF CHILDREN GOING INTO  
KINDERGARTEN ACHIEVED ALL SCHOOL  
READINESS BENCHMARKS\*

\*2022-2023 DRDP Assessment Benchmarks



“Education is not an expense, it is an investment in the tools for success.”

*- Pedro J. Martí, Para Los Niños Former Board Member and 2020 Caruso Familia Award Honoree*





# Students Return to Join the Mission

PLN's Youth Workforce Services program guides youth, ages 14 to 24, on the path to success in education and the workforce. For many YWS students, this path leads them back to PLN to help serve kids like them who deserve guidance, support, and relationships to unlock their full potential. In fact, it's not uncommon to find staff at PLN who were a part of PLN schools or services when they were younger. PLN is proud of the number of PLN alumni who return to join the mission and pave the way for more children, youth, and families to succeed. Darlene and Beto are both YWS graduates who work at PLN to transform communities and build a brighter future for children, youth, and families.

*“As an alumnus of the YWS program, working at Para Los Niños feels like coming full circle, and I am passionate about my work because it allows me to make an impact on the lives of children and families, all within an organization that truly feels like home.”*

The dedicated team and inclusive atmosphere here foster a sense of belonging and collaboration that makes every day fulfilling. Moreover, the innovative programs and initiatives we undertake constantly inspire me to grow both personally and professionally.”

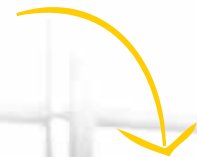
– Darlene Hernandez, Para Los Niños Manager Volunteer Engagement, 2018 YWS Alumna, 2021 Cal State Long Beach Graduate, 2023 USC Graduate



*“I wanted to be a part of PLN. PLN has always helped me out and I wanted to do my part to give back to PLN and the kids. I also wanted to be a role model to teach kids to be disciplined, respectful, and spread mental health awareness and wellness. I’m loving it.”*

– Gilbert “Beto” Ochoa, Para Los Niños Charter Middle School Associate Teacher, 2018 YWS Alumni, 2022 Cal State LA Graduate

**100%**  
OF YWS STUDENTS ACCEPTED INTO COLLEGE WERE THE FIRST IN THEIR FAMILY TO ATTEND.







# Turning to the Need: Housing Crisis Supports

Para Los Niños was founded on Skid Row, so supporting the unhoused community is part of our foundation. While the majority of those who reside in the area are single men or women, for the families who lose their homes, or are recent immigrants waiting for asylum, or for the children born into poverty – there is only one crisis shelter who will accept them: Union Rescue Mission (URM). Recognizing URM’s role as a home to many children on Skid Row, Para Los Niños approached URM and formed a partnership to support resident families. PLN’s mental health team serves URM families and children with no documentation or insurance required.

Further, the PLN mental health team spearheaded the Skid Row Collaborative in partnership with fellow agencies to better share the



resources and process for housing support with case managers and service providers across the county. PLN Best Start Region 1 also focused primarily on housing this year, to address the rising concerns of residents. After accessing participants it was found that afford-ability, lack of adequate housing, and quality of housing itself, were overwhelmingly the primary concerns of PLN communities.

Due to our location and partnership with URM, the children staying there also attend our schools. In fact, at our early education center on 6th Street, 89% of parents identified as unhoused. In addition, PLN Charter Middle School is the “home school” for URM 6-8th graders; nearly 10% of the CMS student population identify as homeless.

With our robust family support services and social workers on site, we have initiatives designed to welcome students and provide them with laundry access; new clothes; snacks; free meals; and trusted, safe adults with whom to build relationships. Our organization has strong intervention systems and fully integrated supports across our mental health, school staff, and clinical services to support children and families experiencing homelessness through academics, linkages, concrete supports, and even financial support to find a home and build a stable, connected environment.

SUPPORTING THE  
UNHOUSED COMMUNITY  
IS IN OUR FOUNDATION



*“Para Los Niños shows people that they’re not alone. I’ve seen better behavior for my children, more successful at school. We are all happier.”*

*– Martha, Para Los Niños client and mom of three who was at Union Rescue Mission experiencing homelessness, now in long term housing.*

Being a part of the Skid Row community for over four decades has kept us connected, but this is a new direction of prioritizing how we can best serve families grappling with the housing crisis that continues to grow in Los Angeles. We will continue to build our direct supports, and simultaneously strengthening the communities collective capacity through partnerships, trainings and engaging policy makers for broad system changes.

51

FAMILIES OUTSIDE OF PLN SCHOOLS PROVIDED MENTAL HEALTH SUPPORT SERVICES THROUGH AGREEMENT WITH UNION RESCUE MISSION



60

FAMILIES PARTICIPATED IN FREE PLAYGROUPS AT UNION RESCUE MISSION RUIIN BY PARA LOS NIÑOS PILA PROGRAM TO BUILD STRONGER PARENT CHILD BONDS AND PLAY SAFELY AND FREELY



\$86,000

DISTRIBUTED TO FAMILIES AT RISK OF LOSING THEIR HOME\*

\*Funding through The Dr. Ruth Milman and Dr. Frederick Schiff Foundation

# Thank You to All Our Donors in the 2022 Fiscal Year

**JULY 1, 2022 - JUNE 30, 2023**

We are grateful for the generous support of each foundation, corporation, and individual that makes our work possible.

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California Community Foundation

## **\$250,000 - \$499,000**

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 Becky Ma  
 Deena Mangrum  
 Keneth M. Marden  
 Lydia Marquez  
 Jose Mayorquin  
 Jacquelyn McCroskey  
 Susan Mendenhall  
 Chris Mendez  
 Phil Michels  
 Sabrina Moiseyev  
 Liliana Monge  
 David T. Moran  
 Omar Morean Williams  
 Justin Mullens  
 Susan Neff  
 Katherine Nelson  
 Network For Good  
 Claudia Nicholson  
 Diana and Baird Nielsen  
 Rob Petersen  
 Candida and Ezio Piaggi  
 Lupe Pollak  
 Ted M. Polychronis  
 Margeaux Randolph  
 Rebecca Reber  
 Maureen K. Robinson  
 Valerie A. Roe  
 Fidel Rojas  
 Jody Rosenthal  
 Cydny Rothe and Roy Kushel  
 Chris and Charles P. Sabatino

Karen and Jose Sarabia  
 June S. Sattler  
 Ani Sherman  
 Jade Shopp  
 Jo Ellen Simon  
 Analise Sisneros  
 Kirsten Slawson  
 Christin Smith  
 Malcolm L. Snead  
 Genia Spero  
 Judi Stadler  
 Albert Sterr  
 Divya and Satish Subramanian  
 Daniel Suvor  
 Maritza Segundina Torres-Hernandez  
 Son H. Trinh  
 United Way California Capital Region  
 United Way of King County  
 Andrea Vasquez  
 Dulce Vasquez  
 Susan K. Weiss  
 Jake Weissberg  
 Richard J. Welch  
 Lee Werbel  
 Josh White  
 Sebastian and Gray Wild  
 Katherine Wolff  
 Kimi Yamada  
 Naomi Yamada  
 Natalie Yuen

†Obelisk Indicates Futuro Family Member  
 \*Asterisk Indicates Board Affiliated Gift

PLN does its best to recognize all contributions received during the fiscal year, July 1, 2022-June 30, 2023. If your name was inadvertently omitted, please notify us at [info@paralososninos.org](mailto:info@paralososninos.org).



# Empowering Growth:

## Para Los Niños Government Grants

PLN was honored to be included in several significant government grants this past year. This milestone amplifies our capacity to expand, ensuring that more children and families receive the support they deserve. With this backing, we're positioned to further our impact, nurture potential, and transform countless lives.


**California Department of Education:**  
California Community Schools Partnership  
Program Planning Grant

**California Governor's Office of  
Business & Economic Development:**  
California Community Reinvestment Grant

**U.S. Department of Health  
and Human Services:**  
Family Violence Prevention and Services—  
Culturally Specific Domestic Violence and Sexual  
Assault Discretionary Grant

**U.S. Department of Justice:**  
STOP School Violence





*“We found the layout and design of your site to be nurturing and stimulating for early learning. It was clear that the children were settling into their routines well as they are being guided by a dedicated team of professionals.”*

*- Khari M. Garvin, Director, Office of Head Start, Administration for Children and Families U.S. Department of Health and Human Services*

# Join the Para Los Niños Futuro Family

PLN's Futuro Family is composed of generous and forward-thinking donors who support PLN's long-term success through a planned gift. It's easy to do, and donors of all varieties are welcome!

There are creative and flexible giving options that can benefit you and the future of PLN. Donating real estate, stocks, or other assets in return for a series of regular payments; naming Para Los Niños as the beneficiary of a life insurance policy; or gifting other liquid or non-liquid assets can also offer generous tax benefits. Help ensure PLN's sustainability in a way that makes your core values known to others.



**Futuro Family**  
PLANNED GIVING

Consult with your financial advisor to discuss your options and contact us at [futurofamily@paralosninos.org](mailto:futurofamily@paralosninos.org) to learn more. Your support of our mission will be long remembered and serve as an inspiration to others.



# Donor Spotlight: Bill Panzera and Janet Moss

It was over 25 years ago that Bill Panzera first heard of Para Los Niños from a friend in a running club. It was an instant connection though when Bill met the students, "It started with the children – just fantastic, and then meeting the employees. I was impressed to find that many employees were former students there. This certainly made me feel better about the organization" Bill shared of his experiences over the years visiting.

After several visits, Bill encouraged his partner, Janet Moss, to support PLN as well. Janet worked in the garment district for many years, which fostered a sense of kinship with PLN families. "The Textile Association of Los Angeles hosted a Christmas party every year for downtown schools, and PLN was included," shares Janet. "It was so rewarding to see their faces as the event - but it was always about the kids!"



"Over time we got to meet more students and employees and felt that our money was being well used," Bill continues. Today Bill and Janet are Futuro Family members and continue to be champions of PLN.

*"We donate to other charities and it's more of a formality. We feel personally involved with Para Los Niños. PLN is caring for the children and families they serve to make their lives better as they go forward."*

- Bill Panzera and Janet Moss,  
PLN Donors for 25 years, Futuro Family Members





THRIVING





# Partner Spotlight: Arch Insurance



*“For the people involved, its not a job – it’s a mission to make sure the kids are learning and loved.”*

*– John Washington, Vice President of Arch Insurance Group*



It all started with PLN charter schools’ Reading is Leading campaign. In 2017, a group of employees from Arch Insurance travelled to Downtown L.A. to read to 1st graders at PLN Charter Elementary School. Before the day was over, they had made up their minds to return. Six years later, employees from Arch Insurance have visited PLN countless times. In addition to reading to classrooms, Arch has “adopted” a class, funded a field trip to Santa Barbara, sponsored PLN’s annual benefit, and served on the annual benefit host committee.

As a company, Arch Insurance aims to support and uplift the communities it serves. It was important for Arch Insurance to be a part of something bigger than themselves and to support communities marginalized by society due to income and race.

“We saw the nurturing and dedication from the staff and teachers to ensure a safe and inclusive environment,” shares John Washington, Vice President of Arch Insurance Group and dedicated volunteer. “For the people involved, its not a job - it’s a mission to make sure the kids are learning and loved.”

Inspired by their initial visit, Arch coordinated with staff and teachers to “adopt” PLN Charter Elementary School’s first-grade class in 2018. Since then, Arch Insurance employees have visited the class regularly, reading with students and supporting teachers with their curriculum. In 2020, when the pandemic necessitated distance learning, Arch continued with their commitment and even supported with fundraising to ensure students had all they needed to be successful from home.

Each year, Arch has found more ways to support their class and partner with PLN. In 2022, John joined PLN’s annual benefit host committee and had the privilege of introducing one of the students from his “adopted” class on stage to recite a poem.

PLN is immensely grateful for the support and dedication of Arch Insurance employees. Their partnership is an example of how rewarding the commitment to young minds is for the students and for volunteers alike.

# Donors of Goods and Services

PLN is incredibly grateful for donations of crucial goods like food, school supplies, books, and technology that help enable PLN children and communities to thrive. Thanks to the generosity of these donors, PLN has transformed lives, making a significant impact on the community. Every contribution, big or small, matters.

Sandra Aispuro\*

Avelo Airlines

Lorraine and Joe Berchtold\*

Giorgio O. Bosso

Kelly and Bill Burton\*

Caruso Family Foundation\*

CBS Media Ventures\*

Clase Azul

Patrick Comiskey

Cotton On USA, Inc.\*

Matthew Covington

Ann Daly and John Gustafson

Downtown Los Angeles Proper Hotel

Susan and Scott Edelman\*

El Charro Restaurant

Ellis George Cipollone O'Brien Annaguey LLP

Fleur Marché

Hensel Phelps Construction Co.

Cathleen and Edwin Hession\*

HomeState

Monica Huerta

Judith and Donald Katz

Liza and Chris Katzer

KROQ-FM

Los Angeles Chargers

Los Angeles Clippers Foundation

Los Angeles Cold Storage Company

Los Angeles County Museum of Art

Los Angeles Dodgers Foundation

Malibu Beach Inn

Adria and Pedro Martí

Museum of Contemporary Art, Los Angeles

Mona and Tony Nicholas

Olive & June

Diane Paul

Mari Quates

Lorena Ramirez

Rhino Entertainment

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Mariah Rosas

Ross Stores Inc.

Saie Beauty

Jonathan Simkhai

Sony Pictures Television

Target Corporate Headquarters

Maia Tarin

The Beverly Hills Hotel

The Beverly Hilton

The Broad

The Los Angeles Lakers, Inc.

The Magic Castle

The Ralphs/Food 4 Less Foundation

The Walt Disney Company

Bo Thordarson

Trader Joe's

Cedric Tuck-Sherman

Universal Studios Hollywood

Norbert Wabnig

Warner Bros. Entertainment, Inc.

\*Indicates Board Affiliated Giving







ADVOCATE



CHAMPION





# Para Los Niños volunteering has never been better!

We welcomed thousands of volunteers across our sites over the past year to help beautify campuses, clean up classrooms, and read to students at PLN schools; edit resumes and hold practice interviews for YWS youth; and much more.

The volunteer program is still growing, and we are always looking for individuals, corporations, foundations, and employee groups to support through in-kind gifts and time – whether you prefer a single day or service or mentoring a youth for years, there is an opportunity for you!



## 443

VOLUNTEERS OVER THE  
YEAR ACROSS PLN SITES

## 36

VOLUNTEER EVENTS

## 3,530

HOURS OF SUPPORT



Join Us to  
Volunteer Today  
Learn more here!

## Thank you to our Corporations, Organizations and Individuals from the 2022–2023 year!

Arch Insurance  
Avelo Airlines  
Blue Shield Promise  
Campbell Hall School  
Caruso Cares  
Alea Chin  
Clase Azul  
Maria Cos- Olivera  
Cotton On  
Angela Couche  
Disney

GAP  
Nicolas Gertler  
Alan Go  
Nelyda Gonzalez  
Ezequiel Guzman  
Estrella Jimenez  
Naomi Kim  
Cecilia- Karen W'emedi  
Maggie Kolchina  
LA County's Military &  
Veterans Affairs Office

LA Works  
Rachel Levy  
Los Encinos School  
Milken Community School  
Mira Costa High School  
National Charity League  
Argelia Nava- Massey  
Optum, Inc  
Nia Patel  
Rhino Records  
Bo Thordarson

Drew Turner  
United Talent Agency  
USC Catholic Center  
Verizon  
Nicolette Voskericyan  
Molly Wachhorst  
John Washington  
Wedbush  
WME  
Irene Yeh

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Retired Partner  
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# Leadership Team

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Vice President of Human Resources

## Sarah Figueroa-Freeman

Ed.D., Vice President & Chief Operating Officer

## Camille Gonzalez

Chief Financial Officer

## Sam Joo

Vice President of Student  
and Community Services

## Dan Nieman

Vice President of External Affairs

## Katherine Nelson

Vice President of Student Success

## Claudio Arias

Managing Director, Finance

## Stanley Anjan

Managing Director, Charter Schools

## Casey Eiseman

Managing Director, Human Resources

## Cecilia Hernandez

Managing Director, Extended Learning

## Jonathan Lopez\*\*\*

Managing Director of Charter Schools

## Deena Mangrum\*\*\*

Managing Director, Human Resources

## Blanca Medrano

Managing Director, Operations

## Christina Mariscal Pasten

Managing Director, External Affairs

## Marisol Naranjo

Managing Director of Diversity, Equity,  
Inclusion, Justice and Belonging

## Lorena Rodriguez

Managing Director, Early Education

\*Joined the Board in September 2023

\*\*Ended Board term in July 2023

\*\*\*Transitioned in September 2023

# Our Staff

“As clinicians, we might plant the seed but sometimes we don’t get to see the full impact. It’s slow work... But we have parents here that start coming to us in preschool and go all the way through charter and still come back to us because... we’ve built that trust.”

Evelyn Cumpian is the Para Los Niños Mental Health Coordinator for Early Headstart and Headstart Schools. Across seven locations, Cumpian provides support to PLN students, their families, and their teachers. Among her many services are social-emotional student assessments, school and home observations, and mental health consultations for instructors.

*“Our [teacher consultations] are really about understanding the inner self. How are they showing up, their state of mind in the classroom because we know how you present yourself really dictates how you are present for our kiddos.”*

Prior to Cumpian’s 11 years with PLN, she worked as a teacher at her children’s school. She was studying to be a nurse but found her calling in early education. Her journey with PLN began in South LA, working as a substitute teacher before progressing to head teacher, and then site supervisor. She acted as site supervisor for other PLN locations, where she met clinicians supporting students and families. Inspired, and with PLN’s full support, she returned to school to earn her MFT, becoming a licensed clinician herself.

*“[The Vice President of Early Education] was super open and very flexible for me going to school and working. It’s just insane now that I’m thinking about it, but at the same time, I became Program Manager... I had a great team of other site supervisors.”*

Cumpian has been PLN’s Mental Health Coordinator for three years and prides herself in the services she and her team provide.

“We have a lot of bilingual clinicians, which, I’ll be honest, is not something you see everywhere. That’s something great about PLN. We are accessible to the communities that we work with.”

## Staff stats

91%

OF EMPLOYEES FEEL THEY ARE GIVEN THE OPPORTUNITY TO MAKE IMPORTANT DECISIONS IN THEIR DEPARTMENT

85%

EMPLOYEES FEEL THEY HAVE OPPORTUNITIES TO LEARN AND GROW AT THE ORGANIZATION

54%

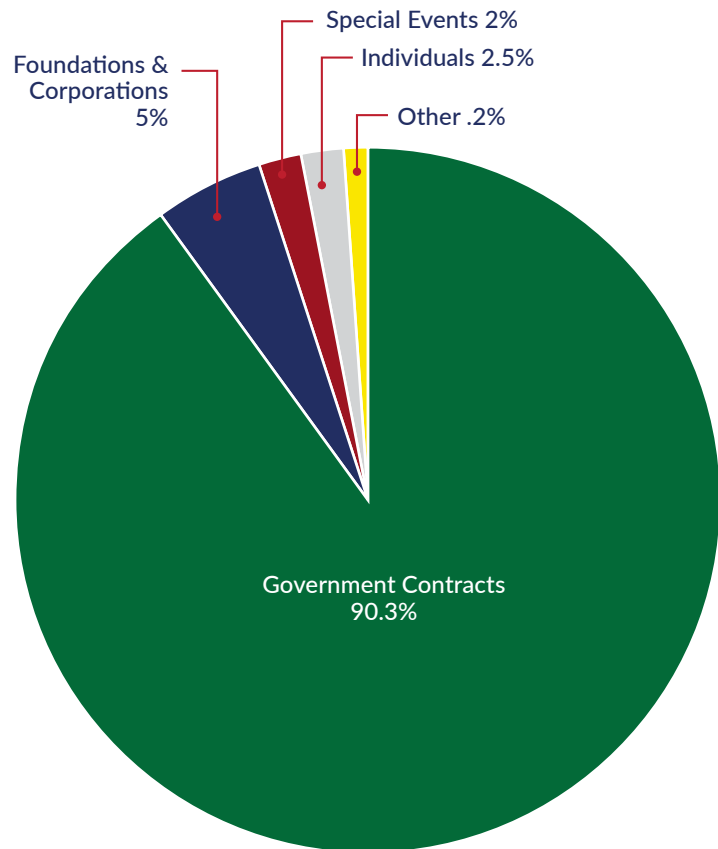
OF EMPLOYEES HAVE BEEN AT PARA LOS NIÑOS FIVE YEARS OR MORE



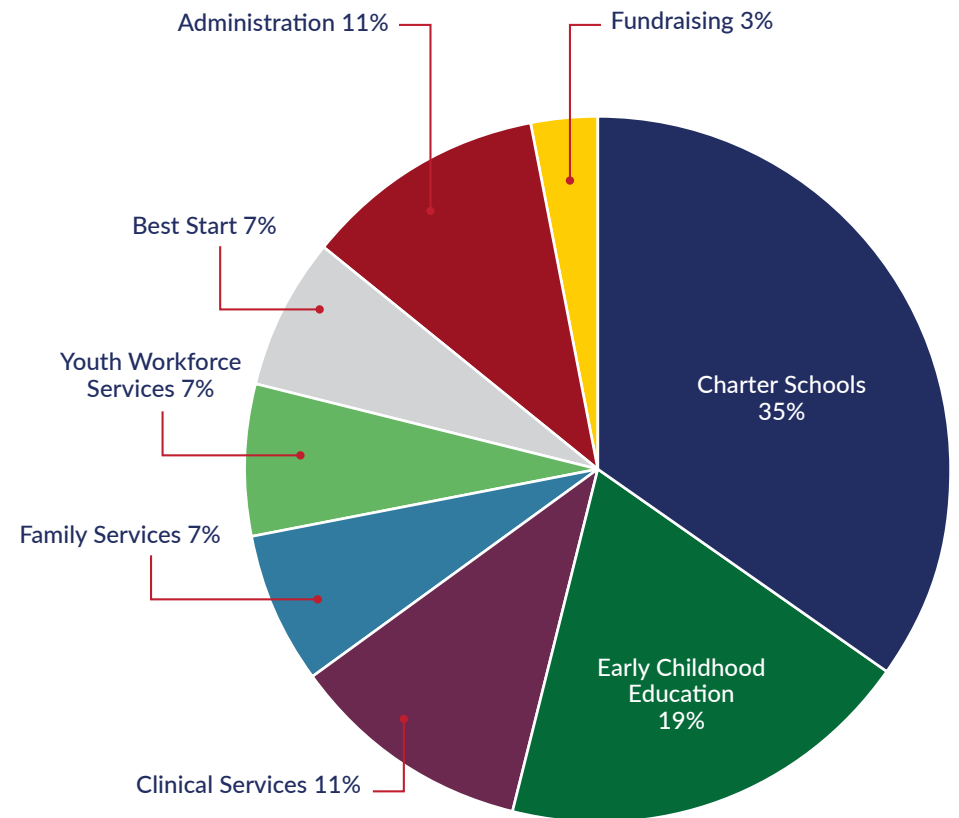


# Financials

## Revenue and Support



## Operating Expenses



# Financials

<b>Income</b>	<i>(In Whole Numbers)</i>
Government Revenue	\$46,260,033
Contributions	\$5,396,731
Other Income	\$251,132
<b>Total Income</b>	<b>\$51,907,896</b>
<b>Expenses</b>	
Salaries	\$27,225,680
Payroll taxes and benefits	\$6,057,648
Occupancy	\$4,234,134
Interest expense	\$123,898
Subcontractors	\$1,102,903
Office Supplies	\$283,105
Program Supplies	\$1,240,692
Furniture & Equipment/Vehicles	\$682,079
Consultants/Professional Services	\$2,004,905
Participant Wages	\$1,403,539
Insurance	\$195,274
Food/Kitchen Supplies	\$1,178,540
Family Support Funds	\$1,800,516
Professional Development	\$677,235
Information Technology	\$517,192
Payroll Processing	\$249,051
Depreciation	\$279,544
Miscellaneous Expense	\$2,113,329
<b>Total Expenses</b>	<b>\$51,369,265</b>
<b>Net Income (Loss)</b>	<b>\$538,631</b>

UNAUDITED NUMBERS

# Highlights from 2022-2023



AUG 2022

## Family Days

All three PLN charter schools held a Family Day event to kick off the school year and welcome new and returning students to campus. PLN staff distributed backpacks and supplies and offered information on mental health services, internship opportunities, and much more!

NOV 2022

## Benefactors Breakfast

PLN hosted its first annual benefactors breakfast for supporters to learn about PLN's work in depth. Staff from across the organization participated in a panel discussion on current issues, wins, and challenges and led funders in attendance on a tour of the Charter Elementary School campus.

FEB 2023

## Peace & Healing Center

Para Los Niños was selected to operate one of eight Peace & Healing Centers in Los Angeles as part of a \$2 million pilot program created by the LA Civil Rights Department and funded by the City of Los Angeles' Reforms for Equity and Public Acknowledgment of Institutional Racism (L.A. REPAIR) program. Led by PLN, the South LA center partners with local community-based organizations to create community spaces and culturally informed programming for environmental, economic, and social healing.



# Strategic Plan Developments

2022-2023 marked the conclusion of Para Los Niños' five-year strategic plan. While the main pillars of excellent education, powerful families, and strong communities remain we have made key changes to the focus and implementation of our work. Here are a few ways Para Los Niños has grown over the past five years:

- Created a social emotional wellness framework that crosses all programs and staff
- Began an intentional diversity, equity, and inclusion plan for all staff and hired our first managing director of diversity, equity, inclusion, justice and belonging
- Developed a leadership framework to launch a more robust growth and development process, including hiring our first associate director of employee engagement and experience
- Articulated the PLN Theory of Change which formalizes how our mission, vision, and core values engender change through our programs for children, youth, and families
- Designed the infrastructure for a data warehouse that will capture the impact and breadth of our services



SPRING 2023

## Mental Health Expansion

Demand for mental health services has risen drastically across PLN, as mood and anxiety disorders have increased. In response, PLN is augmenting its mental health clinical services through a contract expansion with the LA County Department of Mental Health and a new federal grant through the U.S. Department of Education. As a result, PLN is able to offer support to families in our communities who were previously ineligible due to lack of documentation or insurance.



MAY 2023

## 2023 Annual Benefit

Para Los Niños welcomed 300 of Los Angeles' largest corporations, foundations, and philanthropists to celebrate the work and impact of PLN's very own mental health and wellbeing teams and initiatives. The night, featuring moving presentations from elementary school students and mental health staff, set an annual benefit fundraising record; as PLN's generous supporters gave more than ever before.

# Ana's Story

For years, Ana, a parent of three Para Los Niños students, struggled to respond to her children's emotional needs. From a young age, Ana endured unimaginable hardships. As a mother, she worked tirelessly to build a home that would not replicate those hardships.

However, despite her best efforts the trauma she experienced as a child impacted her relationship with her children. Knowing she had to address her underlying issues to better support her children emotionally, Ana sought help from PLN's Mental Health team where she was connected to Daibelis Yerena, MFT. Through her sessions with Daibelis, Ana worked on regulating her emotions, building her communication skills, and developing a more positive approach to parenting.



“My whole life, truthfully, has been challenging. My life has been challenging because my mother died when I was one year old.”

*“[My childhood] affected me because, without realizing it, I wasn't very loving [to my children]. I was one of those moms who didn't hug her children, the kind that thought it wasn't necessary because I didn't have it.”*

Before therapy, Ana coped with her stress by establishing strict rules for her children, like demanding silence in the car instead of allowing conversation. Over time, Ana realized how this rule hindered her relationship with her children; they could not share exciting projects, new friends, or simple anecdotes from their day.

Today, Ana enjoys picking up her eldest daughter from college to hear about her day and welcomes her four-year-old daughter's enthusiastic stories from class. Ana credits her work with Daibelis for her improvements in active listening and emotion regulation. She is immensely grateful for the support she received from Daibelis and the entire Mental Health team at PLN.



## Get Involved

We can't do this work alone—each year, we rely on the partnership of dedicated staff and volunteers as well as strategic investments, to empower our children, youth, and families to succeed. Please join us!

### **DONATE**

Invest in the lives of 10,000+ children, youth, and families.

#### **Para Los Niños provides:**

- Education to children as young as six-weeks old;
- Power to families navigating stress, systemic oppression, and generational poverty, and;
- Strength to communities organizing to build more vibrant, safe, and healthy neighborhoods.

### **JOIN OUR TEAM**

We are always in search of dedicated, experienced professionals who value making a difference in the lives of children, youth, and families.

We foster a spirit of collaboration because we understand that it takes the combined efforts of all our employees to help children and youth thrive.

Para Los Niños offers a competitive and comprehensive benefits program, plus opportunities for continued growth and professional development.

### **VOLUNTEER**

We welcome volunteers from corporations, schools, individuals, and more. Check out page <https://paralosninos.org/get-involved> to learn more or scan below.







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Los Angeles, CA 90027

paralosninos.org

