



Photo of garden with bicycle sculpture

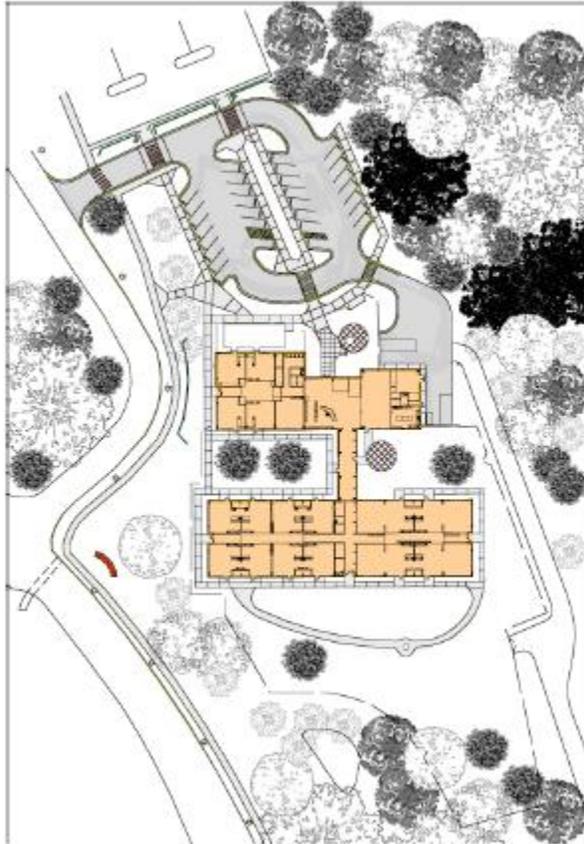
First Environments Early Learning Center



Picture of FEELC logo

Annual Report
May, 2008

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Picture of FEELC site plan

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Summary

We are pleased to present this FEELC Annual Report for May 2008. The aim of this report is to give you a synopsis of FEELC affairs, including an overview of the organization, fiscal projections and program highlights.

This past year FEELC has been working at capacity with all classrooms open and staff hired. Staff deserve high praise for maintaining the quality child care we expect and ensuring FEELC sustained its '5-Star' rating. There will be tuition increase of 4.5% for the next school year starting in September 2008, and a full budget breakdown is contained in this report.

Development of our play areas continues to be a priority for FEELC and the Agencies. Several drainage and water handling issues have been resolved, and contracts are pending for installing large play structures. We also recognize and thank parents and staff, under the guidance of Sue Espersen, for their efforts in making, shaping and maintaining our existing 'Outdoor Learning Environment'. Thank you.

FEELC Parent Board



Picture of frog

Letter from FEELC

Dear Friends of First Environments Early Center,

This November will mark our third anniversary in our building of First Environments. We can no longer just call it a building but a home to all who embrace the future and hearts of young children. Thank you for your trust, your commitment and continued support. We are honored to be in a career that affects so many lives and, most importantly, the developing ideas of young children.

There have been many accomplishments over the past year. We continue to build a strong team of educators who demonstrate their commitment to our young children, and to the community of early childhood education. With thanks to our dedicated staff, First Environments again received 5-stars from the State of North Carolina. The quality of our school continues to receive recognition from the broader childcare community with numerous calls from parents, early childhood professionals and area Colleges requesting tours and time to observe our program.

But there is so much more we plan to do. I would particularly like to highlight our Outdoor Learning Environment and Food Program and recognize the efforts of Ms. Sue, Mr. Ken, Ms. Kathy and our new friend Ms. Meredith. Their enthusiasm and imagination have created something very special. Thank you for our gardens and all that is created from them. First Environments continues to grow with the help of our staff, our families and the agencies.

Sincerely, ***Beth, Trudi and all the Staff of FEELC***



Photo of FEELC Staff

Picture of lizard



Photo of FEELC main entrance

First Environments Early Learning Center (FEELC)

- **Vision**

The excellence of scientific research supported at the NIEHS and EPA is a direct result of the quality of the workforce. Employer sponsored child care is critical to organizations that wish to attract and maintain a high quality workforce. The FEELC Parent Board recognizes that productivity and performance of parents in the workforce are enhanced when their children are attending superior child care, and children thrive when they are nurtured in a safe and appropriate learning environment. The staff, teachers and Parent Board of FEELC will promote services and programs that provide access to high quality, competitively priced child care for families in the EPA/NIEHS community.

- **Mission Statement**

The mission of the FEELC Child Care Center is to provide a nurturing, stimulating, home-like and safe environment for child development. To provide quality programming, FEELC is committed to recruiting and retaining professional teachers who are dedicated to the hearts and development of young children.

- **Objectives**

The goals established by the purposes and philosophy of the Center are:

- To provide a safe, consistent and enriched environment where developmentally appropriate activities encourage exploration and "hands on" learning experiences.
- To enhance the sense of dignity and self-worth within the child and their family.
- To encourage spontaneity, curiosity and self-discipline.
- To enhance the child's mental processes by building confidence and self-esteem.
- To enhance patterns and expectations of success for the individual child.
- To provide consistently high quality care by continuously evaluating Center operations.
- To maintain the lowest possible staff to child ratios.
- To constantly encourage parent visits, input, and participation.

The FEELC Family

• FEELC Program Management

(Note numbers in brackets: first number is years at FEELC, second number is total years experience in child education)

Executive Director	Beth Lake, BFA Guildford College, San Francisco Art Institute; Early Childhood Credentials, Wake Tech. Early Childhood Admin.I&II, Wake Tech.
Preschool Director	Trudi Tuinstra, BS Elementary Education, State of NY Geneseo; Early Childhood Admin.I&II, Wake Tech.
Enrollment/Health Coordinator	Wendi Boggess, AAS Early Childhood, Alamance Community College.
Camps	Shelley Berkowitz, BA Psychology, NC State University; NC Teaching Licensure K-6, Meredith College; Early Childhood Credentials, Wake Tech.
Office Manager/Program Support	Kim Graper, BS Child Development & Family Relations, Western Carolina University
Program Coordinators:	
Infants	Terry King, BS Human Health & Family, UNC-G.
Toddler	Nicole Pratt, enrolled Assoc. in Early Childhood Ed.
Middler	Marsha Daniels, BS Human Health & Family Studies, UNC-G;
Preschool	Trudi Tuinstra, BS Elementary Education, State of NY Geneseo; Early Childhood Admin.I&II, Wake Tech.

• FEELC Classrooms

Infant	Room#	Phone#
Leap Frogs		541-2634
Tadpoles		541-7949
Butterflies		541-7990
Caterpillars	117	541-1365
	119	
Toddler	Room#	Phone#
	120	
	122	
Toddling Turtles		541-2455
Busy Bees		541-7852
Dragonflies		541-7754
Laughing Lizards	151	541-4839
	153	
Twos	Room#	Phone#
	155	
Rainforest		541-7651
White Water Rapids	162	541-2550
Jungle Monkeys	164	541-7850
River Otters	160	541-4134
Threes	Room#	Phone#
	166	
Bear Den	175	541-3961
Islanders		541-4348
Fours	Room#	Phone#
City Slickers	177	541-3836
Villagers		541-3043
	171	
	173	

A complete list of FEELC staff is located in Appendix III

- **Program Achievements**

NC 5-Star: The 5-Star Status for FEELC was renewed March'08.

FEELC is a recipient of Education Grant from Child Care Services (Durham).

- **Program Update**

Infants: With an infant program at capacity and fully staffed, senior staff continue to focus on staff training and classroom development. First Environments is committed to providing infant staff that are loving and responsive. Our caregivers:

- hug, cuddle, rock, seek eye contact,
- respond to baby smiles and emerging interests,
- respect individuality, talks to and listens to responses, laugh and enjoy interactions.

We believe that our classrooms create a warm, safe and nurturing space where infants feel safe and comfortable to explore the world around them. We also want parents to feel comfortable in a room that is well organized so that they could easily focus on the child.

Toddlers and Middlers: The dramatic changes children go through at this age require a flexible environment. In our classrooms, we continue to focus on:

- Helping to extend and expand children's understanding of their world around them.
- Exploring art as a process and not a product;
- Working with the children on daily living skills (i.e. hand washing, dressing, and picking up after oneself).
- Helping children gain language skills through reading books, and through opportunities to have discussions with adults;
- Improving children's social skills by helping them develop strategies to interact with other children.
- Providing many opportunities for their increasing motor skills through inside and outside play.



Collage picture of animals

Preschool (Threes and Fours): The preschool curriculum focuses on the whole child, their environment and kindergarten readiness skills. In the rooms, we have been working on:

- Children's social and emotional skills through centers that build on students' interests and provide opportunities for child-child interactions and dramatic play.
- Motor skills through our art and science activities and our time on the playground.
- Math skills through centers and other work on patterns, increasing familiarity with numbers, counting, adding, and sequencing.
- Science knowledge and inquiry skills through our studies of lifecycles in tadpoles and butterflies and our nature walks around the pond.
- Literacy skills. We focus on literacy in all classrooms. We practice with letter identification and with writing letters within many of our activities. We have been building oral skills through discussion of art projects and frequent questioning. We read many books aloud, and are working with children who are ready to read easy books. During naptime, we read chapter books to the children, who respond imaginatively and are becoming creative thinkers.



Picture of Otters

• Camps

First Environments offers a Summer Camps Program which is divided into four 2-week sessions and with 25 spots for children in grades K-5. The program is open to federal employees, but with priority given to FEELC families. Depending on demand, a scaled down Camps program will be offered during spring and winter breaks when local area schools are closed.

In terms of resources and costs, these camps do not affect in any way the normal running of FEELC. These camps provide a valuable service to working parents and, at the same time, develop an alumnus of families with strong connections to FEELC.



Picture of Dragonflies



Picture of Waterfall

Financial Report for School Year 2006/7 and 2007/8 Budget

• **Financial Summary for School Year 2006/7**

Capacity: 180 Children

Occupancy: 91.5%

Income:

		<u>% of Total</u>
Tuition	1,868,387.55	95.59
Other	24,519.79	1.25
Camps	40,238.06	2.06
Non-budgeted income	21,414.52	1.10
Total	\$1,954,559.92	

Expenses:

		<u>% of Total</u>
Staff	1,664,952.90	87.11
Office	67,575.49	3.54
Program	125,923.22	6.59
Camps	33,899.74	1.77
Non-budgeted Expense	19,071.46	1.00
Total	\$1,911,422.81	

\$

Detailed breakdown of income and expense items is provided in *Appendix I*.

Net

Total

Basic criteria for budget projection:

- Income is based on an occupancy rate of ~93% with children distributed between classrooms based on historical experience.
- Expenses mainly affected by staff costs, which can be readily quantified.

• **Budget Summary for School Year 2007/8**

Capacity: 180 Children

Projected Occupancy: 91.5%

Income:

		<u>% of Total</u>
Tuition	1,988,087.00	96.70
Other	26,082.33	1.27
Camps	41,800.00	2.03
Total	\$2,055,969.03	

Expenses:

		<u>% of Total</u>
Staff	1,832,436.08	89.13
Office	63,400.65	3.08
Program	107,135.00	5.21
Camps	35,188.50	1.71
Emergency Fund	17,828.20	0.87
Total	\$2,055,969.03	

Detailed breakdown provided in pull out *Appendix II*.

\$

Total

\$



Picture of flowers

- Tuition, Budget Staffing and Enrollment for 2008/9**

In the month of April, the Parent Board discussed the outlook of FEELC for 2008/9, specifically, enrollment, staffing, budget and associated tuition rate changes:

Key Outcomes:

FEELC expenses are dominated by staffing costs, particularly salary and benefits. Tuition rates for 2008/9 will be increased by 4.5%, ensuring the budget will fully cover all program, office and staffing needs. An allowance has also been made to ensure continuity of the Artist in Residence program, and so that FEELC can continue to make additions to the outdoor play areas. Contributions to the FE Emergency Fund will be maintained at last year's level.

FEELC Tuition Rates for 2008/9

Effective 1st September 2008, the tuition rates for FEELC will be raised by 4.5% for the next school year (Sept 2008-Aug 2009).

2008-9 Bi-Weekly Tuition Fees:

	Federal		General/Contractors	
	2007-8	2008-9	2007-8	2008-9
Infants	\$511	\$534	\$572	
Toddler	\$475	\$496	\$541	\$598
Middler	\$423	\$442	\$485	\$565
Preschool	\$402	\$420	\$466	\$507
				\$487

Budget Projection Summary for FY2008/9

Capacity: 184 Children Projected Occupancy: 93%

Income:

		<u>% of Total</u>
Tuition	<u>2,090,753.00</u>	96.36
Other	28,889.15	1.33
Camps	50,000.00	2.30
	<u>\$2,169,642.15</u>	

Total

Expenses:

		<u>% of Total</u>
Staff	1,923,140.30	88.64
Office	67,900.65	3.13
Program		
Camps	125,200.00	5.77
Emergency Fund	17,828.20	0.82
	<u>\$2,169,642.15</u>	

Detailed Budget breakdown provided in *Appendix II*.

Tuition Assistance Programs

While FEELC does not have a tuition assistance program as yet, there are other opportunities currently available:

EPA Program

Federal EPA employee's families with household income of \$69,000 or less annually may be eligible to participate in EPA's Child Care Tuition Assistance Program.

This program applies to both permanent full- and part-time Federal employees whose child/children are between the ages of birth and 13, or are disabled and under the age of 18, and enrolled in family child care homes or center-based child care. The child care provider must be licensed and/or regulated by Federal, state or local authorities. The total gross family income may not exceed \$69,000 annually.

Enrollment in the program is ongoing and available on a first-come, first-served basis. For more details, see: www.epa.gov/rtp/childcare/subsidy.htm

NIEHS Program

The NIH Child Care Subsidy Program was launched in 2005. Subsidies are available for families with household incomes below \$60,000 per year. Please go to <http://does.ors.nih.gov> for more information.



Picture of lizard



Picture of flowers

FEELC Parent Board of Directors

Mission Statement

The mission of the FEELC Parent Board is to work in partnership with the sponsoring agencies and Center staff to provide high quality child care, education and community for the families of First Environments Early Learning Center.

Objectives

- Ensure and oversee the long-term viability of the center
- Raise scholarship funds so that a diverse population of children of all economic and social backgrounds can attend the child care center
- Make decisions regarding tuition, develop and approve Center policies, set salary guidelines, and approve the budget.
- Serve as a liaison between the Director, the families and the sponsoring agencies
- Keep programs and services consistent with the designated Board purpose.
- Ensure child care services are in compliance with the Licensing Agreement
- Work cooperatively with the agencies to ensure high quality, competitively priced child care and all other aspects of the child care delivery system
- Market the center to prospective parents
- Actively seek future Board members to ensure Board stability and continuity
- Attend training as necessary

Who's who on the Board

Voting Members:

President/Treasure	Gary Bird	541-0214
Secretary	Michele Luecking	856-2232
Communications	Cherie Saliby-Puzynski	541-3805
Parent Group Coordinator	Leah Goldsmith	660-5595
Marketing and Community Relations	Steve Capozzi	378-3330

Non-Voting Members:

EPA Liaison	Steve VanHorn	541-5446
NIEHS Liaison	Dona McNeil	541-0451

Parent Group Activities and Parent Hours

First Environments strives to be seen as a home away from home, where children are loved, feel safe and are at ease to explore the world around them. The 'Parent hours' program is one of the ways in which the bond between the school and the home is fostered. There is an enormous diversity among FE families, both cultural and job related, and it will benefit the center to be able to tap into that.

Each family is required to complete 6 parent hours in a calendar year (September through August), and may be completed by participating in either Classroom Activities or Extramural Activities. These hours may be spread throughout the year, or multiple hours earned during a single event (for example, working on the Holiday tree fundraiser). It should be noted that parents are expected to complete 3 hours by February of the calendar year.

Fundraising Goals for 2008/9

The 'Artist in Residence' enrichment program was established here at FEELC through a grant from NC Arts Council, and supporting this grant through matching funds from FEELC.

A fundraising parent group plans and coordinate fundraising efforts, in addition to maintaining our long-standing events (school pictures, holiday trees, and plant sales). As always, the center is grateful for the outstanding participation and generosity of FE parents and friends. If anyone is interested in volunteering to help with any of these fundraiser events or offer additional ideas, please contact Leah Goldsmith.



Picture of village

Outdoor Learning Environment (OLE)

The mission of First Environments OLE is to encourage respect, curiosity and discovery about our environment and all of the wonders that nature holds. Our goal is to teach children to care for the earth, themselves, and each other through a variety of outdoor and garden based activities.

What we have accomplished so far:

In November 2005, the OLE was a blank canvas with endless possibilities. Since then we have established a vegetable garden, developed a nature center and installed winding pathways, shade structures, new swings and boats galore. The entrance to FEELC is now filled with windmill sculptures and wonderful plants native to NC that will attract many eyes as well as butterflies.

Goals for the coming year

- Build a stronger relationship between outdoor play, the garden and the kitchen.
- Continue to add permanent shade structures to keep the children and staff cool and protected from the sun.
- Add climbing structures to the three/four and two's play areas; excellent for helping gross motor play and build strong bodies.
- Add a large sand play area to the multi-age play area. This area will also be the new home for the climbing cave for all ages to enjoy.
- More props will be added to the wooded play area to encourage an environment rich in fantasy play.
- Art easels will be added to all outdoor play areas. We believe the outdoors is a great inspiration and we look forward to enjoying the art children will create there.
- Establish an outdoor music center with drums, cymbals, chimes and bells. Music is a universal language and we want to encourage exploration in this area so children can discover which sounds, tempos, and rhythms move them.



Photo of garden



Photo of garden

**“THANK YOU FOR YOUR CONTINUED SUPPORT”
-Sue Espersen**

FEELC Food Program

FEELC is committed to a Food Program that provides children healthy, delicious meals made from the freshest, healthiest, and best ingredients possible. We also aim to provide a sense of enjoyment and happiness through food, learning, and the culinary art!

What we have accomplished so far:

Since 2005 we have been working to change the food we serve children. In particular, we are focusing on providing meals made from scratch in our own kitchens using as much locally-grown products as possible. We've eliminated the use of beef and pork, high fructose corn syrup (as much as possible), and are working to eliminate all artificial flavors, colors, sweeteners, trans-fats, & hydrogenated oils. We serve only chicken and turkey products due to lower fat and cholesterol content.

All eggs, flour, and milk are purchased locally and, when possible, are organic, natural and hormone free. We use fresh herbs and some vegetables grown in our own FEELC garden. All baked goods are made from scratch by FE kitchen staff using organic flour, and without excessive sugar or trans-fats.

We started buying our fresh fruits and vegetables from the Raleigh Farmer's Market last year and this year we have started getting our eggs from Latta's Farm in Hillsborough. The chickens there are free roaming, raised in pole barns, fed a whole grain diet and have access to the outdoors, and are not living in cramped, crowded cages.

“THANK YOU FOR YOUR CONTINUED SUPPORT”
-Ken Williams, Meredith Freehling, Kathy Jones

Goals for the coming year

We will start getting our flour from Lindley Mills in Graham, NC. The flour is organic, unbleached, unbrominated, and freshly ground in the authentic stone-ground mill style. We also plan get our sandwich bread, hamburger and hot dog buns, and rolls baked fresh and delivered from Nature's Own Bakeries in north Raleigh. We are also talking with local farmers about supplying us with additional vegetables and fruit fresh from the farm and possibly having field trips to the farms for the summer camp kids and possibly preschoolers.

In the FEELC garden we will focus on growing squash, peppers, okra, tomatoes, sweet potatoes, eggplant, herbs, just to name a few.

Some other things we have done and some ideas we are working on that we will be implementing in the next few months:

- Phasing out most processed cookies and crackers.
- Producing home made snacks with little or no sugar, relying on the fruit or fruit juice as a sweetener.
- Introducing more ethnic recipes such as Indian, Mexican, Asian, etc.
- Involving preschoolers to decorate their tables and set up a luncheon for themselves.
- Having the preschoolers make lunch for another classroom.
- Having the preschoolers formally serve lunch to another classroom.
- Set up the multipurpose room so that toddlers can create their own meal.
- Purchasing more from the local farmer's markets
- Touring area farms and farmer's markets with summer camp

Parent Workdays, 2007-8

Photos of garden and parent helpers



Appendix I Detailed breakdown of FY 06/07

	<u>9/1/06 - 8/31/07</u>
	Actual
Income	
Camps	\$ 40,238.06
Cleaning Reimbursement	\$ -
Food Reimbursement	\$ 22,163.04
Interest	\$ 262.29
Sales Tax Reimbursement	\$ 2,094.46
Tuition	<u>\$ 1,868,387.55</u>
Total Income	<u>\$ 1,933,145.40</u>
Expenses	
Staff	
Employee Health	\$ 154,268.60
Employee Training	\$ 3,951.60
Insurance: Worker's Comp	\$ 13,918.67
Payroll Taxes	\$ 117,403.84
Retirement Contribution	\$ 23,006.03
Salary	\$ 1,341,792.50
Staff Appreciation	\$ 5,745.95
Staff Lunch	\$ 1,882.35
Temporary Work	\$ 2,983.36
Subtotal	<u>\$ 1,664,952.90</u>
Program	
Class Supplies	\$ 31,447.93
Diapers	\$ 17,808.60
Food Cost	\$ 67,241.60
Program & Education Materials	\$ 7,246.09
Small Furniture & Equipment	\$ 2,179.00
Subtotal	<u>\$ 125,923.22</u>

Office	
Accounting & Legal Fees	\$ 31,151.33
Advertising	\$ 1,647.35
Bank Charges & Interest Expense	\$ 2,572.67
Cleaning	\$ -
Dues & Subscriptions	\$ 290.00
Insurance: Liability/Pro.	\$ 8,868.26
Office Supplies	\$ 13,565.25
Repairs & Maintenance	\$ 3,314.34
Sales Tax	\$ 2,684.54
Telephone	\$ -
Travel/Mileage	<u>\$ 3,481.75</u>
Subtotal	<u>\$ 67,575.49</u>
Camps	
Auto Expense - Camps	\$ 4,352.90
Camp Expenses	\$ 8,708.93
Payroll Taxes - Camps	\$ 1,480.82
Salary Camps	<u>\$ 19,357.09</u>
Subtotal	<u>\$ 33,899.74</u>
Total Budgeted Expenses	<u>\$ 1,892,351.35</u>
Non-Budgeted Expenses	
Non-Budgeted	\$ -
Consumables	\$ -
Fundraising	\$ 19,071.46
Interest	\$ -
Subtotal	<u>\$ 19,071.46</u>
Total Non-Budgeted Expenses	<u>\$ 19,071.46</u>
Non-Budgeted Income	
Non-Budgeted	\$ -
Fundraising	\$ 21,414.52
Insurance Payoff	\$ -
Subtotal	<u>\$ 21,414.52</u>
Total Non-Budgeted Income	<u>\$ 21,414.52</u>
Net	<u>\$ 43,137.11</u>

			FY 2007/8		FY 2008/9	
			Budget		Budget	
Income						
	Camps		\$ 41,800.00		\$ 50,000.00	
	Food Reimbursement		\$ 21,500.00		\$ 24,306.82	
	Interest		\$ 522.50		\$ 522.50	
	Sales Tax Reimbursement		\$ 4,059.83		\$ 4,059.83	
	Tuition	96.70%	\$ 1,988,087.00		\$ 2,090,753.00	96.36%
	Total Income		\$ 2,055,969.33		\$ 2,169,642.15	
Expenses						
Staff						
	Employee Health		\$ 161,015.00		\$ 187,980.00	
	Employee Training		\$ 10,000.00		\$ 10,000.00	
	Insurance: Worker's Comp		\$ 19,028.00		\$ 20,930.00	
	Payroll Taxes		\$ 137,002.00		\$ 142,482.00	
	Retirement Contribution		\$ 40,128.00		\$ 45,473.00	
	Salary		\$ 1,457,468.98		\$ 1,508,480.30	
	Staff Appreciation		\$ 6,750.00		\$ 6,750.00	
	Temporary Work		\$ 1,045.00		\$ 1,045.00	
	Subtotal	89.13%	\$ 1,832,436.98		\$ 1,923,140.30	88.64%
Program						
	Class Supplies		\$ 30,000.00		\$ 35,000.00	
	Diapers		\$ 18,000.00		\$ 21,600.00	
	Food Cost		\$ 56,000.00		\$ 61,600.00	
	Program & Education Materials		\$ 1,567.50		\$ 7,000.00	
	Small Furniture & Equipment		\$ 1,567.50		\$ -	
	Subtotal	5.21%	\$ 107,135.00		\$ 125,200.00	5.77%
Office						
	Accounting & Legal Fees		\$ 26,035.00		\$ 23,035.00	
	Advertising		\$ 2,250.00		\$ 1,000.00	
	Bank Charges		\$ 2,612.50		\$ 2,612.50	
	Dues & Subscriptions		\$ 500.00		\$ 500.00	
	Insurance: Liability/Pro.		\$ 7,500.00		\$ 8,500.00	
	Office Supplies/Consumables		\$ 14,400.00		\$ 18,000.00	
	OLE Repairs & Maintenance		\$ 2,500.00		\$ 5,000.00	
	Sales Tax		\$ 4,253.15		\$ 4,253.15	
	Travel/Mileage		\$ 3,350.00		\$ 5,000.00	
	Subtotal	3.08%	\$ 63,400.65		\$ 67,900.65	3.13%
Camps						
	Auto Expense - Camps		\$ 5,792.50		\$ 6,500.00	
	Camp Expenses		\$ 6,950.00		\$ 5,950.00	
	Payroll Taxes - Camps		\$ 2,926.00		\$ 3,043.00	
	Salary Camps		\$ 19,500.00		\$ 20,080.00	
	Subtotal	1.71%	\$ 35,168.50		\$ 35,573.00	1.64%
	Emergency Fund	0.87%	\$ 17,828.20		\$ 17,828.20	0.82%
	Total Budgeted Expenses		\$ 2,055,969.33		\$ 2,169,642.15	

Appendix II Detailed breakdown of FY '07/08 and FY 08/09

Appendix III FEELC Staff List

Last Name	First	Education	Appointment
Asbel	Stuart	NC Early Childhood Credential I & II & 9 hours ECD, Wake Tech	River Otters
Bamford	Michelle	NC Early Childhood Credential I & II, Wake Tech	Caterpillars
Barnes	Jan	BA English, UNC Wilmington; NC Early Childhood Credential I & II, NC Early Childhood Administration I & II, Durham Tech	City Slickers
Beaver	Kimberly	ASS in Applied Science for Occupational Therapy; NC Early Childhood Credential I & II	Leap Frogs
Berkowitz	Shelley	BA Psychology, NCSU; NC Teaching Licensure K-6, Meredith College; Early Childhood Credentials, Wake Tech.	Employee Benefits/Camp
Birdsong	Dana	NC Early Childhood Credential I & II, Central Carolina Community College Enrolled, AAS in Early Childhood, Central Carolina Community College	Leap Frogs
Boggess	Wendi	AAS Early Childhood, Alamance Community College	Enrollments/Health
Braze	Jennifer	BA Psychology, NCSU; NC Early Childhood Credential I & II	Rotating T.
Cailor-Hall	Theresa	BA in English w/Minor in Education, Hiram College, OH NC Early Childhood Credential I & II	Literacy/ Rotating T.
Canova	Kelly	Music and Interdisciplinary Social Science, San Francisco State Univ. NC Early Childhood Credential I & II	Music/Spanish Rotating T.
Cosper	Jennifer	BA English, UNC Chapel Hill; NC Early Childhood Credential I & II	Islanders
Collins	Rachel	BS in Biology from UNC-Chapel Hill; NC Early Childhood Credential I & II Enrolled, AAS Early Childhood, Durham Tech	Busy Bees
Dale	Britton	AAS in Early Childhood, Broome Community College	Whitewater Rapids
Daniels	Marsha	BS Human Health & Family Studies, UNC-G	Rainforest Tribe
Daniels	Bishop	NC Early Childhood Credential I & II & 15 hours ECD, Wake Tech	Islanders
Duncan	Lois	Enrolled NC Early Childhood Credential I & II	Tadpoles
Espersen	Sue	NC Early Childhood Credentials I & II; 96 hours undergrad classes, Springfield College and East TN State	OLE
Freehling	Meredith	AAS in International Culinary Academy, Pittsburgh, PA	Kitchen
Grafer	Kim	BS Child Development & Family Relations, Western Carolina University	Office Manager
Graves	Adrienne	BA Child & Family Studies, Columbia College	Butterflies
Gucker	Brigitta	NC Early Childhood Credential I & II, Wake Tech; Enrolled, AAS in Early Childhood, Wake Tech	Laughing Lizard
Gulledge	Amy	NC Early Childhood Credentials I & II & NC Early Childhood Administration I & II, Durham Tech; Enrolled BA Social Science with Concentration in Education	Caterpillars

Hanson	Laura	BA Child & Family Development, UNC-G; Birth thru Kindergarten License	Toddling Turtles
Jones	Kathy	10yrs catering for Buroughs Wellcome. Catering for FEELC since 1996.	Kitchen
Kampwerth	Eva	BA Human Development and Family Resources, concentration in Early Childhood, UNC-G, K-5 certification	Bear Den
King	Terry	BS Human Health & Family Studies, UNC-G	Butterflies
Lacewell	Anne	NC Early Childhood Credentials I & II & 12 hours ECD, Fayetteville Tech	Tadpoles
Lake	Beth	BFA Guildford College, San Francisco Art Institute; Early Childhood Credentials, Wake Tech. Early Childhood Admin.I&II, Wake Tech.	Executive Director
Lane	Charlotte	NC Early Childhood Credential I & II & 3 hours ECD, Fayetteville Tech	Caterpillars
Nazgiewicz	Lisa	BS Human Development and Family Studies, U. Conn	Tadpoles
Pate	Kendria	BS Family & Consumer Science with concentration in Child Development, NCCU; Enrolled, B-K Licensure, NCCU	Dragonflies
Peterson	Carrie	BS Child Development, Meredith College	Village
Petit	Lauren	BS Elementary Ed., Louisiana State Univ.; NC Early Childhood Credentials I & II	Dragonflies
Pigage	Erica	AAS Early Childhood, Wake Tech	Jungle Monkeys
Powers	Kimberly	BA Multidisciplinary Studies, NCSU, Early Childhood Credentials I and II	Whitewater Rapids
Pratt	Nicloe	NC Early Childhood Credential I & II & 6 hours ECD, Montgomery County Community College & Gwynedd Mercy College	Busy Bees
Probst	Rachel	NC Early Childhood Credential I & II, Central Carolina Community College; 3 yrs in Childhood Education, State University of New York, Fredonia; Enrolled at Ashford University	Toddling Turtles
Ray	Heather	BA and M.Ed Early Childhood, UNC Chapel Hill	City Slickers
Rodgers	Heather	BA in Psychology, minor in Sociology, UNC-Wilmington, NC Early Childhood Credentials I & II	Laughing Lizards
Sargent	Kari	BS Child and adolescent Development, UNC-G; NC Early Childhood Credentials I & II, Durham Tech	Jungle Monkeys
Slade	Sara	BS Birth thru Kindergarten Education, Appalachian State University	Villagers
Sykes	Ryan	Enrolled at Durham Tech for Early Childhood Credentials	Rainforest Tribe
Tuinstra	Trudi	BS Elementary Education, State of NY Geneseo; NC Early Childhood Administration I & II, Wake Tech.	Preschool Director
Tweedie	Senica	NC Early Childhood Credential I & II, Wake Tech AAS Early Childhood, Wake Tech	River Otters
Whitefield	Ruth	BA Studio Art & History, UVA -Charlottesville.	Rotating T.
Williams	Julie	Enrolled Early Childhood Education at Mount Olive College	Bear Den
Williams	Ken	20 years in the Food Industry Whole Food Market 14yrs Weaver Street Market 2 yrs Fosters Market 2 yrs	Kitchen

Appendix III FEELC Staff List