



Ramapo
for Children

*Building Relationships,
Inspiring Success.*

2019

ANNUAL REPORT



At Ramapo for Children we believe that all young people want the same things: **to learn, to feel valued for who they are, and to experience success.** For 98 years, through direct-service programs, training, and professional development, Ramapo has helped adults create **learning environments and inclusive communities** that enable young people to celebrate strengths and thrive. **The Ramapo Approach** provides adults with a collection of strategies and techniques that meet children's needs, promote positive behavior, and foster social and emotional skill development.



Dear Friends

We are proud that Ramapo for Children had another growth spurt this year as we expanded existing programs, launched new ones, and welcomed two other organizations into our family. In Rhinebeck, we took over Northern Dutchess Day Care, a relationship that strengthens our ties to the local Rhinebeck community and provides us with a valuable learning environment in which our Staff Assistants and other emerging educators can bring the Ramapo Approach to younger children. In New York City, we absorbed the National School Climate Center, an organization that works to measure and improve the climate for learning in schools through research and educational services. With school partners in twenty states, NSCC gives us a national network through which we can bring the Ramapo Approach to bear.

Each of these new partners represents an important aspect of our work. Throughout Ramapo we strive to create communities in which all young people feel a sense of belonging and opportunity. In Rhinebeck our staff members work directly with children and young people, putting our philosophy and approach to work at our camp, transition-to-independence program, retreats, childcare center, after-school programs, and other services. From New York City, through our work with

schools and youth service organizations, we coach thousands of educators and caregivers on the skills we put into practice ourselves. But we've also learned that, sometimes, changing practice is insufficient if we don't also look at the systems and structures within which young people and adults are functioning. Our work related to racial equity, restorative practice, and school climate are born out of recognition that changes in practice and changes to systems must occur together to make real change.

While Ramapo is growing in scope and scale, our core beliefs and philosophy continue to be the foundation on which our work is grounded. We believe in the power of authentic relations and strong communities to help people overcome challenges, learn, and thrive. We remain committed to understanding behavior as communication and to dismantling barriers to participation for those who are too often labeled or excluded.

Undergirding all of this is the Ramapo ethos of empathy and generosity. Whether you are a staff member, a partner organization or a financial supporter, you are a critical member of the Ramapo community. By joining our community, you have embraced the spirit of generosity that defines us. We thank you deeply and we look forward to continuing the Ramapo journey together.



ADAM WEISS
Chief Executive Officer



DAVID ROSS
Board President

BUILDING COMMUNITY IN SCHOOLS

Whether working one on one with classroom teachers or collaborating with school leaders to promote whole-school improvement, Ramapo helps schools build communities that work for all young people. We do this

by designing and implementing tailored action plans that address key elements of a healthy school climate such as improving the quality of relationships between adults and students, setting clear norms for behavior, ensuring equitable discipline policies, and promoting restorative practices.

CREATING
CLIMATES
CONDUCTIVE TO
LEARNING





“We find the missing puzzle pieces to build a learning community where all can bring their authentic selves, be heard, and thrive.”

KAZZ A. PINKARD,
Deputy Director,
Ramapo Training

EXPANDING OUR REACH WITH NATIONAL SCHOOL CLIMATE CENTER AT RAMAPO FOR CHILDREN

In 2019, the National School Climate Center (NSCC) joined the Ramapo family, expanding the reach of our organization and positioning Ramapo as a thought leader in the field. Through their Comprehensive School Climate Inventory—an assessment of school culture that draws on surveys completed by school leaders, teachers, parents, and students—NSCC has worked with over 2,000 schools in 38 states, helping create the conditions for over two million students, parents and school staff to experience safer and more supportive school communities.



A COMMUNITY OF ROLE MODELS

Every year Ramapo provides training for thousands of teens and young adults that helps them develop into leaders and role models as youth workers in after-school programs, counselors at Camp Ramapo, and as RamaYear staff helping run retreats and other programs on the Rhinebeck campus. Through our workshops and

on-site coaching, these young people build a toolbox of skills and strategies for promoting positive behaviors, structuring programs for inclusion, and preventing and resolving conflict when it arises. We are proud of the extraordinary number of these young professionals who go on to become leaders in education, youth development, and social work, as well as advocates for children with special needs.

HELPING
EDUCATORS
LEAD
CHANGE





“Ramapo was right there with us. They helped make sure that no four-year-olds were kept out of Pre-K because of behaviors that inexperienced teachers weren’t prepared for.”

RICH BUERY,
former New York City
Deputy Mayor
who led rollout of
Pre-K for All

EMBRACING THE PROFESSIONAL LEARNING COMMUNITY MODEL

In 2019, Ramapo launched a professional learning community (PLC) made up of 30 administrators and youth workers from 11 Baltimore-based youth-service agencies that serve thousands of children at multiple after-school program sites. Working with a Ramapo facilitator, participants received a year-long continuum of support—sharing successes and challenges, learning and practicing skills and strategies for building inclusive programs, problem-solving, and networking with peers in the field. In response to the needs of the community, Ramapo trainers tailored much of the work to help staff approach inclusion from a trauma-informed lens. With generous support from the Harry and Jeanette Weinberg Foundation, this program will expand in Baltimore in the year ahead.



“Ramapo offered workshops in Spanish on weekday evenings and Saturdays so that more families could participate. Parents came away understanding their children’s potential and learned practical techniques for strengthening family communication.”

NANCY HIRSCH,
Director of Family Services,
Kennedy Children’s Center



A COMMUNITY OF CAREGIVERS

Close and supportive relationships with adults buffer young children from negative outcomes by helping them to develop resilience. Through hands-on workshops and on-site coaching, Ramapo’s early childhood curriculum provides parents, caregivers, and early childhood educators with the tools they need to foster responsive, attuned relationships with children and create structures and routines that are developmentally appropriate and emotionally supportive for young children.



LEVELING THE FIELD FOR THE YOUNGEST LEARNERS

In New York City, child care is often provided by individual adults caring for a handful of children as well as “group families” of three or more staff caring for 10 or 12 young children. These caregivers are the predominant source of child care in high-need communities where young

children are more likely to interface with stress and trauma. Research shows that high quality care can help level the playing field for the youngest children who are at risk for entering school unprepared to succeed. Ramapo is on the front lines, providing coaching and workshops to family child care providers who care for some of the city’s most vulnerable young children.

**FORGING
STRONG
SCHOOL-HOME
ALIGNMENT**



A COMMUNITY OF CHILDREN AND YOUNG ADULTS

At its heart, the Ramapo Approach is about creating communities that support young people and build their capacity to develop the social-emotional skills to participate fully and feel successful. Our approach is fully manifest through our direct service programs on our Rhinebeck campus. Each summer, 500 children with a range of cognitive, behavioral, and social-emotional challenges experience the joys of learning and exploration at Camp Ramapo. For the teens that participate in Ramapo's Leadership Program, monthly weekends on campus combine outdoor programming and adventure with skill-building

and mentoring sessions on topics such as navigating social media, coping with stress, and maintaining friendships. The Staff Assistant Experience is a year-round residential program that helps young adults transition to independent living by providing opportunities to develop life and vocational skills in a supportive setting.

In 2019, we integrated Northern Dutchess Day Care's Early Learning Center, School-Aged Child Care, and summer day camp (Summer Sensations) into Ramapo's programming. This relationship strengthens our ties to the local Rhinebeck community and provides us with a valuable learning environment in which our Staff Assistants and other emerging educators can bring the Ramapo Approach to younger children.

**BOOSTING
CONFIDENCE**





“Being at Ramapo helped August to understand that all children learn differently; she still speaks of the friends she made.”

**CAMP RAMAPO PARENT,
Summers 2016-2017**

CAMPUS AS ALTERNATIVE CLASSROOM

In 2019, twenty-two high school and middle school students served by Ulster County’s Board of Cooperative Educational Services (BOCES) came to our Rhinebeck campus daily as an alternative learning environment. The participants are young people who have struggled in traditional classroom settings. Ramapo’s program combines alternative education, experiential learning and extensive supports around social-emotional growth. The program has had a positive impact on academic performance, decreased suspensions, and increased retention and graduation rates among the students when they return to a more traditional school setting.

SUCCESSFUL TRANSITIONS



RAMAPO BY THE NUMBERS

38,286

Children and adults who were impacted by Ramapo in **2019**

(Including Summer Sensations campers and Alternative Education students from BOCES)

10,306 ATTENDEES IN RAMAPO RETREATS



SERVED
523

SUMMER CAMPERS
FROM **24 STATES**
AND **4 COUNTRIES**

53%
OF

SUMMER CAMPERS
RECEIVED
SCHOLARSHIPS



EMPLOYED **251**
SUMMER STAFF
MEMBERS TO ENSURE

1:1

CAMPER TO COUNSELOR RATIO

Counselors came from
**30 states &
10 countries**
outside the United States

**56 RAMAPO TRAINERS AND
COACHES** PARTNERED WITH
575 SCHOOLS AND AGENCIES

(in total they
facilitated 11,322
engagements
for over 27,000
individuals)

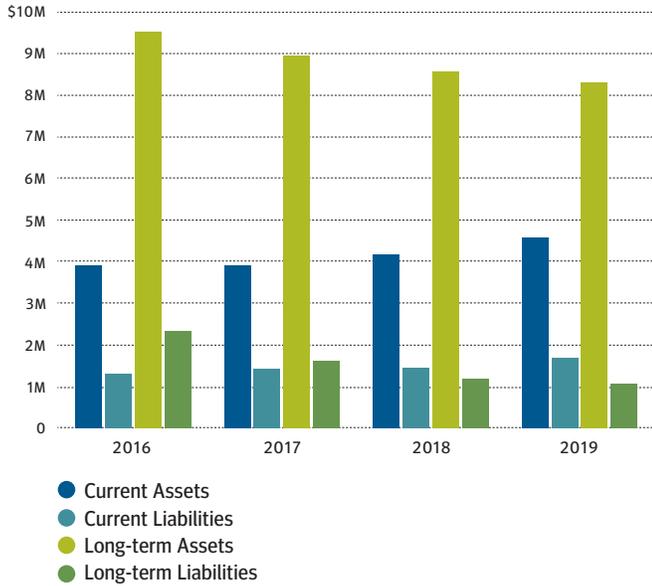


38

**PARTICIPANTS
IN OUR SAE
PROGRAM**

FY2019 FINANCIAL SUMMARY

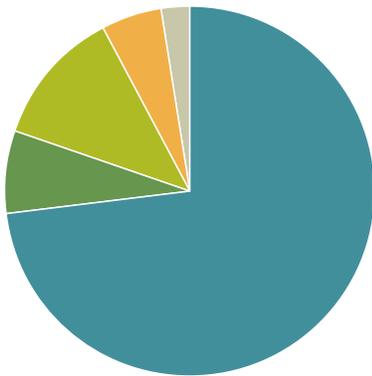
ASSETS AND LIABILITIES: FOUR-YEAR SUMMARY



REVENUE AND EXPENSES: FOUR-YEAR SUMMARY

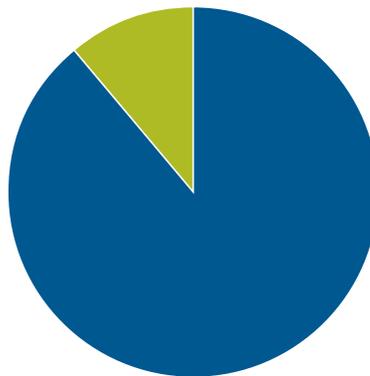


FISCAL 2019 OPERATING REVENUE ANALYSIS



Program-Related Fees	\$7,187,495
Individual Contributions	714,617
Foundation Contributions	1,180,826
Other Grants	517,629
Fundraising Events, Net	237,459
TOTAL	\$9,838,026
Investment Return, Net	\$65,419

FISCAL 2019 OPERATING EXPENSE ANALYSIS



Program	89%	\$8,517,298
Administration & Development	11%	1,059,529
TOTAL		\$9,576,827
Depreciation		\$650,000
Interest		\$56,896

89%
OF EXPENSES
GO DIRECTLY TO
PROGRAMS.



**RAMAPO HOLDS
CHARITY NAVIGATOR'S
HIGHEST RATING
OF FOUR STARS FOR
ITS COMMITMENT TO
FISCAL RESPONSIBILITY
AND TRANSPARENCY.**

A selection of Ramapo's Partners who created environments that support success in 2019

NEW YORK CITY PUBLIC SCHOOLS

Abraham Stockton Community School (K297)
 Academy of Innovative Technology High School (K618)
 Academy for Health Careers (K751)
 Academy of Letters and Arts (K492)
 Alexander Macomb School (X232)
 Alexine A. Fenty (K139)
 Anning S. Prall IS (R027)
 Baychester Middle School (X532)
 Bronx Alliance Middle School (X355)
 Bronx Design and Construction Academy (X522)
 Bronx Early College Academy (X324)
 Bronx Envision Academy (X511)
 Bronx Haven High School (X381)
 Bronx Leadership Academy (X525)
 Bronx Mathematics Prep School (X375)
 Bronx School of Young Leaders (X331)
 Bronx Writing Academy (X323)
 Brooklyn Ascend High School (K652)
 Brooklyn Environmental Exploration School (K664)
 Brooklyn Generation (K566)
 Brooklyn High School for Leadership and Community Service (K616)
 Brooklyn Landmark Elementary (K599)
 Brooklyn School for Music and Theater (K548)
 Brownsville Academy High School (K568)
 Cambria Heights Academy (Q326)
 Careers in Sports High School (X548)
 Central Park East High School (M555)
 Charles Dorsey (K067)
 City Polytechnical High School (K674)
 Clara Barton High School (K600)
 Clarence Witherspoon School (Q045)
 Collaborative Arts Middle School (Q355)

Community Health Academy of the Heights (M346)
 The Computer School MS 245 (M245)
 Corona Arts and Sciences Academy (Q311)
 Curtis Estabrook (K272)
 Dewitt Clinton High School (X440)
 Dos Puentes Elementary School (M103)
 Dr. Jacqueline Peek-Davis School (K012)
 Eagle Academy for Young Men (Q327)
 East Brooklyn Community High School (K673)
 East Side Community High School (M450)
 Eleanor Roosevelt High School (M416)
 Excelsior Prep High School (Q265)
 Fannie Lou Hammer Middle School (X286)
 Flushing High School (Q460)
 Flushing International High School (Q263)
 Fordham Leadership Academy (X438)
 Fort Greene Preparatory Academy (K691)
 Forsyth Satellite Academy (M458)
 Franklin Delano Roosevelt High School (K505)
 Franklin FIT High School (Q313)
 Frederick Douglass Academy III (X517)
 Frederick Douglass Academy V Middle School (X273)
 Gotham Professional Arts Academy (K594)
 Harvest Collegiate High School (M534)
 Hawtree Creek Middle School (Q297)
 Health Opportunities High School (X670)
 HERO High School (X259)
 High School for Energy and Technology (X565)
 High School for Health Careers and Sciences (M468)
 High School for Language and Diplomacy (M399)
 High School for Language and Innovation (X509)

High School for Law Enforcement and Public Safety (Q690)
 High School for Media and Communications (M463)
 High School for Teaching and the Professions (X433)
 Hunter's Point Community Middle School (Q291)
 Institute for Health Professionals at Cambria Heights (Q243)
 IS 123 (X123)

Lower Manhattan Arts Academy—LOMA (M308)
 Lou Gehrig JHS 151 (X151)
 Marie Curie High School (X237)
 Morris Academy for Collaborative Studies (X297)
 MS 53 Brian Piccolo (Q053)
 MS 88 (K088)
 MS 117 The Wade Academies (X117)
 MS 136 (K136)
 MS 298 Academy of Public Relations (X298)
 MS 318 Waterside School for Leadership (Q318)
 MS 594 New Pathways Middle School (X594)
 Murray Hill Academy (M432)
 New Venture School (X219)

PS 194 Countee Cullen (M194)
 PS 196 (X196)
 PS 270 The Johann DeKalb School (K270)
 PS 369 (X369)
 PS 583 Bronx Lab School for Historical Discovery (X583)
 Queens Collegiate (Q310)
 Richard Grossley JHS (Q008)
 Riverdale Kingsbridge Academy (X141)
 Satellite Academy High School (M570)
 The School by the Sea (Q043)
 School for Excellence (X404)
 School for Global Leaders (M378)
 School for International Studies (K497)
 School for Human Rights (K531)



IS 206B (X206)
 IS 217 School of the Performing Arts (X217)
 IS 289 (M289)
 IS 318 Eugenio Maria De Hostas (K318)
 IS 584 (X584)
 JFK Educational Campus
 JHS 131 Albert Einstein (X131)
 JHS 143 Eleanor Roosevelt (M145)
 JHS 210 Elizabeth Blackwell (Q210)
 John Adams High School (Q480)
 John Bowne High School (Q425)
 Juan Pablo Duarte (M132)
 KAPPA III (X316)
 Leaders of Tomorrow (X370)
 Liberty High School for Newcomers (M550)

North Bronx School of Empowerment (X287)
 Origins High School (K611)
 Paul L Dunbar MS (X301)
 Pelham Gardens Middle School (X566)
 Police Officer Ramon Suarez School (Q239)
 Preparatory for Writers (Q283)
 Progress High School (K474)
 PS 18 (X018)
 PS/MS 20 George Werdann III (X020)
 PS 75 (M075)
 PS 78 (R078)
 PS 96 (M096)
 PS 100 Isaac Clason (X100)
 PS 121 (K121)
 PS 126 (X126)
 PS 130 Abram Stevens Hewitt (X130)

Science and Technology Academy: A Mott Hall School (X454)
 Soundview Academy for Culture and Scholarship (X448)
 Spring Creek Community School (K422)
 Stephen Mather Building Arts and Craftsmanship HS (M139)
 Susan E Wagner High School (R460)
 Teller Avenue Educational Campus
 Tompkins Square Middle School (M839)
 Union Square Academy for Health Sciences (M533)
 The Upper Academy (K582)
 Urban Assembly Gateway School for Technology (M507)
 Urban Assembly School for Applied Math and Science (X241)

Urban Assembly Institute for Math and Science for Young Women (K527)
 Urban Assembly School for Media Studies (M307)
 Urban Assembly Unity School (K351)
 Validus Preparatory Academy (X263)
 Walt Whitman (K246)
 Walton Educational Campus
 West Brooklyn Community High School (K529)
 William W Niles (X118)
 Williamsburg High School for Arts and Technology (K454)
 World View High School (X353)
 Young Women's Leadership School (M610)

PRIVATE SCHOOLS

The Aaron School
 Bank Street School for Children
 Bnos Malka Academy
 Corlears School
 Imagine Academy for Autism
 LearningSpring School
 Little Red School House & Elisabeth Irwin High School
 The Lowell School
 Metropolitan Montessori School
 New York School for the Deaf
 The Packer Collegiate Institute
 Rebecca School
 The Smith School
 The Speyer Legacy School
 Sunshine Learning Center
 United Nations International School
 Yeshiva Har Torah

NEW YORK CITY CHARTER SCHOOLS

Achievement First Network
 AIM Charter High School II (X200)
 Bronx Global Learning Institute for Girls Charter School (X389)
 Brooklyn Charter School (K701)
 Coney Island Preparatory Public Charter School (K744)
 Community Partnership Charter School (K702)
 Global Community Charter School (M085)
 Great Oaks Charter School (M202)
 HCZ Promise Academy 2 (M341)
 Hebrew Public
 John V Lindsay Wildcat Academy Charter School (M707)
 KIPP Infinity Middle School
 KIPP NYC College Prep High School

Metropolitan Lighthouse Charter School (X461)
 Neighborhood Charter Schools
 New American Academy Charter School (K736)
 New Heights Academy Charter School (M353)
 New Visions for Public Schools
 New Visions AIM I Charter High School (K395)
 South Bronx Community Charter School
 Success Academy Network
 Urban Assembly Charter School for Computer Science (X597)
 Zeta Charter Schools

DEPARTMENT OF EDUCATION NETWORKS AND OFFICES IN NEW YORK CITY

Brooklyn North Field Support Center
 Community School District 7
 Community School District 24
 Community School District 27
 NYC Department of Education Division of Family and Community Engagement
 Office of Community Schools
 Office of Equity and Access
 Office of Interschool Collaborative Learning
 Office of Safety and Youth Development
 School Mental Health
 Students in Temporary Housing

NEW YORK CITY ORGANIZATIONS AND AGENCIES

ADAPT Community Network
 After-School All-Stars
 AHRC New York City
 All Star Code
 Brooklyn Community Services
 Brooklyn Public Library
 CAMBA
 Catholic Charities Community Services
 Central Queens Y
 Child Center of NY
 Children's Aid Society
 Chinese American Planning Council
 Chess in the Schools
 Citizen Schools NYC
 City Harvest
 City Year
 Commonpoint Queens
 Community Association of Progressive Dominicans (ACDP)

Community Health Care Association of New York State (CHCANYS)
 Cypress Hills Local Development Corporation
 Dignitaries Sympathy
 East Harlem Tutorial
 Edwin Gould Services for Children and Families
 Flatbush Development Corporation
 Flushing YMCA
 Fresh Air Fund
 Girl Scout Troop #2470
 Global Kids, Inc.
 Good Shepherd Services
 Graham Windham



Grand Street Settlement
 Harlem Children's Zone
 Hebrew Educational Society
 Henry Street Settlement
 Hetrick-Martin Institute
 Highbridge Advisory Council
 Day Care Center
 Horizons at Saint David's School
 Hudson Guild
 Institute for Transformative Mentoring
 Interborough Developmental and Counseling Center
 Inwood House
 Jamaica YMCA
 JCC Staten Island
 Kingsbridge Heights Community Center
 Kings Bay YM-YWHA
 Math for America
 Mosholu Montefiore Community Center
 New Settlement
 New York Edge
 New York Road Runners
 NIA Community Services Network
 North Brooklyn YMCA
 Northside Center for Child Development
 NY Foundling
 Opportunities for a Better Tomorrow

Park Avenue Synagogue
 Partnership Schools
 Partnership With Children
 Phipps Neighborhoods
 Powerplay NYC
 Project Gametime
 Project Hospitality
 Project Morry
 PROMESA, Inc
 Queens Community House
 Read Ahead
 RiseBoro Community Partnership
 Samuel Field Y
 Save Our Streets Bed-Stuy
 SCO Family of Services
 Shield Institute
 St. Nick's Alliance
 Story Pirates
 StreetSquash

Student Success Network
 Sunnyside Community Services
 Union Settlement
 United Activities Unlimited
 YMCA of Greater New York
 YM & YWHA of Washington Heights & Inwood

SCHOOLS OUTSIDE OF NEW YORK CITY

Avon Avenue School, Newark
 Baltimore City Public Schools
 Bard Early College Baltimore
 Bard High School Early College Newark
 Bergen County Technical Schools
 The Care Center, Holyoke, MA
 Chancellor Livingston Elementary School
 Dutchess BOCES
 Ellenville Central School District
 Elysian Charter School, Hoboken, NJ
 Fairview Public Schools, NJ
 Great Oaks Foundation
 Hempstead High School
 Mill Road Elementary School
 Monroe Township School District
 Monroe-Woodbury Middle School
 Newark Public Schools
 KIPP Foundation
 Oakview Prep School, Yonkers
 Pathways in Technology Early College High School (PTECHS)
 Penns Grove-Carneys Point School District
 School #10 Paterson

School of the Holy Child
 Titusville Intermediate School
 Ulster BOCES
 Vaux Big Picture High School, Philadelphia
 White Plains High School

COLLEGES AND UNIVERSITIES

Bank Street College of Education
 Borough of Manhattan Community College Upward Bound
 CUNY Explorers
 Dominican College
 Dutchess County Community College
 LaGuardia Community College
 Marist College
 Medgar Evans College
 Mount Saint Mary College
 SUNY New Paltz

University of Hartford
 Vassar College
 Westchester Community College

ORGANIZATIONS AND AGENCIES OUTSIDE NEW YORK CITY

Astor Services for Children and Families
 The Arc Westchester
 The Chamber Foundation
 Community Education Building, Wilmington, DE
 CORA Services, Inc., Philadelphia
 Eleanor Roosevelt Center
 Family Services of Westchester
 The Floating Hospital: Camp Rise Up
 Foundation for Jewish Camp
 Harold and Elaine Shames
 JCC on the Hudson
 Liberty Partnership Program
 Lower Hudson Perinatal Network
 Maryland Out of School Time Network
 MICA Place
 Maryland-National Capital Park and Planning Commission
 Montgomery County Collaboration Council for Children, Youth, and Families, Inc.
 New Jersey Community Development Corporation
 New York State Office of Mental Health
 Rhinebeck Area Soccer League
 Temple Beth Rishon
 The Y in Central Maryland
 White Plains Youth Bureau

Ramapo deeply thanks our Shining Stars

You, our community of alumni, families, past and present staff, educators, trustees, and friends, make our work of building communities possible. Many thanks to the following individuals, families, foundations, and businesses, as well as those who chose to support Ramapo through gifts to UJA-Federation of New York and the United Way. Between November 1, 2018 and October 31, 2019, Ramapo's budget of \$10 million was met with the help of these 1,177 contributions.

- May & Samuel Rudin Family Foundation, Inc.
- SCOPE-Summer Camp Opportunities Promote Education
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- Capital Counsel, LLC
- CUNY Campaign for Charitable Giving State Employees Federated Appeal
- Dog Pause LLC
- Glendale Maspeth United Methodist Church
- Goldman Sachs & Co.
- Google Matching Gifts Program

- Matching Gift Program
- Pfizer Foundation Matching Gifts Program
- Proskauer Rose LLP
- The Prudential Foundation Matching Gifts
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- Rotary Club of Rhinebeck
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- Wivott Company, LLC

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- Center for Creative Education
- Chinese Healing Arts Center



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