THE STATE OF CHILD CARE

THE STRENGTH OF COMMUNITY



2025 ANNUAL REPORT

Our Vision And Mission

MISSION

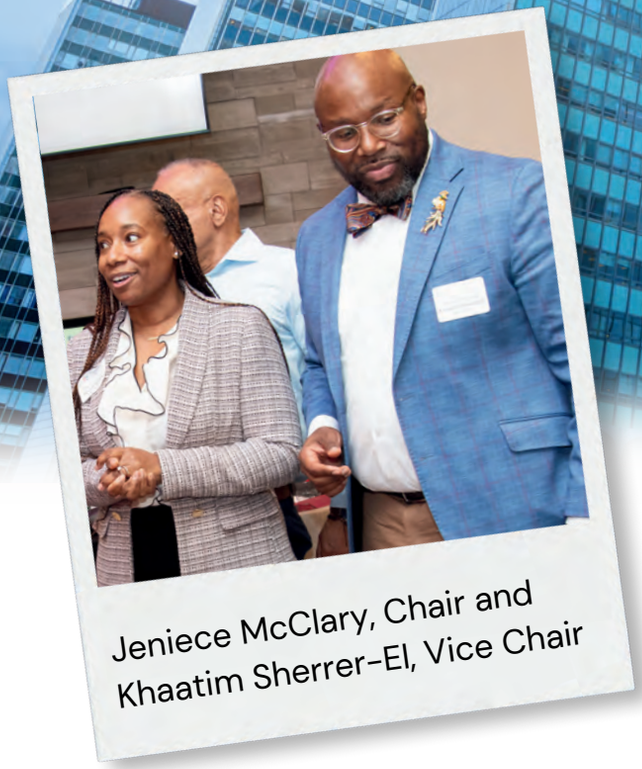
Programs for Parents is a non-profit organization that works to ensure that children get the best possible start in life. It does so by supporting children, families and child care providers in Essex County through advocacy and action, providing education and referrals, sharing best practices and helping families access available financial resources.

VISION

Children thrive and achieve lifelong success because of a solid foundation of high-quality early care and education, supported by empowered families and a flourishing, accessible, innovative ecosystem of care and education providers and partners.



Board Members & Executive Staff



Jeniece McClary, Chair and Khaatim Sherrer-El, Vice Chair



BOARD MEMBERS

Jeniece McClary, Chair
Khaatim Sherrer-El, Vice-Chair
Andre Fryson, Treasurer
Pamela Taylor, Secretary
Magdalena Czerniawski
Sri Jegannathan
Lance LaVergne
Barbara Reisman
Gary Romano
Patricia Shatynski
Bob Patrick

EXECUTIVE STAFF

Nayibe Capellan, CEO
Alberto Vazquez, *CFO/COO*
Philip Goldwasser, *IT Director*
Recia Howard, *Provider Management Director*
Kendra Orta, Director of Resource and Referral
Hilda Puente-Vera, *Program Director*
Tyheria Reeds, *Director of Human Resources*
Denece Young, *Director of Education*



Opening Letter

Dear Friends of Programs for Parents,

This past year brought significant challenges to Essex County families and child care providers alike — funding disruptions, a temporary pause on new child care assistance applications, and a federal SNAP benefit freeze that created immediate hardship for households already managing difficult circumstances. Programs for Parents responded to each of these pressures with urgency and purpose, and I am proud of what we were able to accomplish together.

We served 13,896 children through the Child Care Assistance Program, answered 101,769 calls, and connected families to more than 3,400 supportive service referrals across Essex County. When the SNAP freeze hit, we raised $25,000 and distributed grocery assistance to 250 families and child care workers within days of mobilizing. Our staff's commitment to this community is evident in every number in this report.

I am particularly proud of the strides we made in parent leadership this year. More than 75 parents earned leadership and civic engagement certifications through our partnership with Rutgers University. Several went on to testify at a state budget hearing on child care affordability — giving voice to what Essex County families experience every day. Watching those parents step into advocacy is one of the most meaningful things I witnessed this year.

We also invested deeply in the early childhood workforce. The Dr. Donna Johnson-Thompson Emerging Leaders Institute launched its inaugural cohort of 16 women, who completed 42 hours of professional development and received $1,500 stipends. Seventy-one students earned child development credentials at our first-ever All-Class Completion Ceremony at Montclair State University. And Programs for Parents was selected as one of only three community-based organizations in the country to participate in the NAACFRC national research initiative — with Essex County home-based providers and parents serving as paid co-researchers.

None of this is possible without the dedication of our 86 staff members, the guidance of our board, and the generosity of our donors and partners. Forty-one years into this work, I remain deeply grateful for this community and fully committed to what comes next.

Nayibe Capellan

Chief Executive Officer
Programs for Parents

Message From the Board Chair



As my term as Board Chair of Programs for Parents comes to a close, I am filled with gratitude as I reflect on what an honor it has been to serve this organization and the families and communities at the heart of our work.

Over the past three years, we have navigated opportunities, challenges, growth, and change together. Through it all, Programs for Parents remained steadfast in its mission to support children, families, and child care providers across Essex County. I am incredibly proud of all that we have accomplished collectively as a Board alongside our staff, volunteers, donors, and community partners.

I would like to sincerely thank my fellow Board members for their dedication, thoughtful leadership, and countless hours of service. Your commitment, insight, and passion have strengthened this organization in meaningful ways. I also want to recognize Nayibe Capellan, Chief Executive Officer, along with the Programs for Parents staff and volunteers whose daily work continues to move this mission forward with excellence, compassion, and care..

During this term, Programs for Parents achieved several significant milestones, including:

- Raising more than $25,000 during the SNAP benefit freeze to provide emergency grocery assistance to families, child care providers, and staff during a critical time of need
- Launching the Dr. Donna Johnson-Thompson Emerging Leadership Institute for Women of Color, where 16 women completed the inaugural cohort and several participants advanced into leadership roles
- Continuing to expand the reach and impact of programs and services to ensure families received the resources, advocacy, and support they needed

These accomplishments were made possible through collaboration, trust, and a shared belief in the importance of this work.

Leadership transitions are an important part of every healthy organization, and I have full confidence in the incoming Board Chair and leadership team. Programs for Parents is well-positioned for continued growth, innovation, and impact in the years ahead.

Thank you for the opportunity to serve. I leave this role with deep gratitude, immense pride, and an ongoing commitment to the mission of Programs for Parents. I look forward to continuing to support the organization and its future success in whatever ways I can.

With sincere gratitude,

Jeniece McClary

Board Chair
Programs for Parents



The State of Child Care

What Essex County Families and Providers Were Up Against in 2025

2025 was a year marked by significant challenges for children, families, and child care providers. Funding limitations led to a pause in new child care assistance applications, while a federal SNAP benefit freeze increased hardship for families already struggling to make ends meet. At the same time, a survey of Essex County child care providers revealed ongoing financial instability, with only 12% reporting healthy finances and half operating at a loss.

The data in this section illustrates the realities our community faced. The programs and initiatives that follow demonstrate how Programs for Parents responded—providing support, resources, and advocacy to help families and providers navigate an increasingly difficult environment.





Sustaining Access, Strengthening Families

For thousands of Essex County families, child care assistance is the difference between keeping a job and losing one. Behind every application is a parent trying to work, go to school, or build something better - and a chlld who deserves a safe, nurtuirng place to spend the day. In 2025, the need did not slow down.

Programs for Parents' Commitment to Financial Stability

The New Jersey Child Care Assistance Program (NJCCAP) funded through the New Jersey Department of Human Services-Division of Family Development, continues to serve as a critical source of stability for families, helping parents who are working, attending school, or participating in job training programs access safe, reliable, and high-quality child care without overwhelming financial burden.

Programs for Parents remains committed to ensuring income-eligible families receive the support they need to succeed. Behind every application is a family working toward greater opportunity and a child who deserves a nurturing environment where learning, development, and growth can thrive.

A Growing Need — and a Measurable Impact

The ongoing demand for child care assistance reflects the realities many families face as they balance employment, education, and caregiving responsibilities. Through NJCCAP, Programs for Parents continues to help thousands of children access quality early learning environments while supporting families' long-term economic stability.

Children served through CCAP in 2025	Families served through CCAP in 2025
13,896	9, 013

*Temporary pause on new applications beginning August 2025.

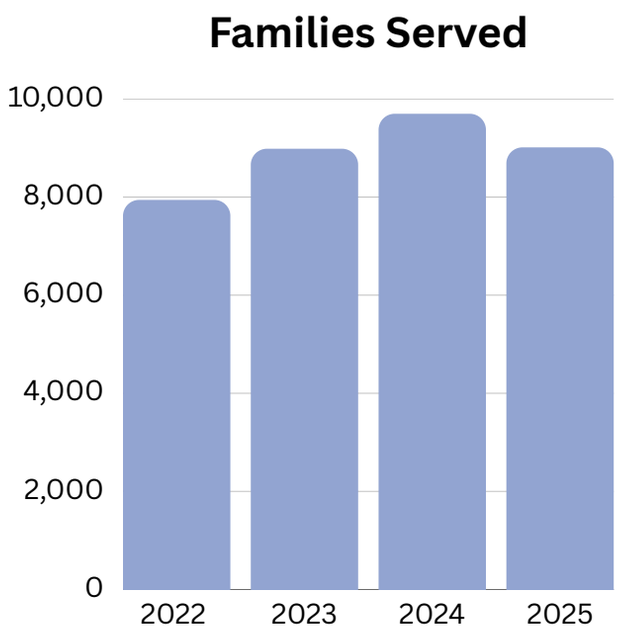
Children Served Through CCAP

2022: 12,195 children served
2023: 13,908 children served
2024: 14,845 children served
2025: 13,896 children served

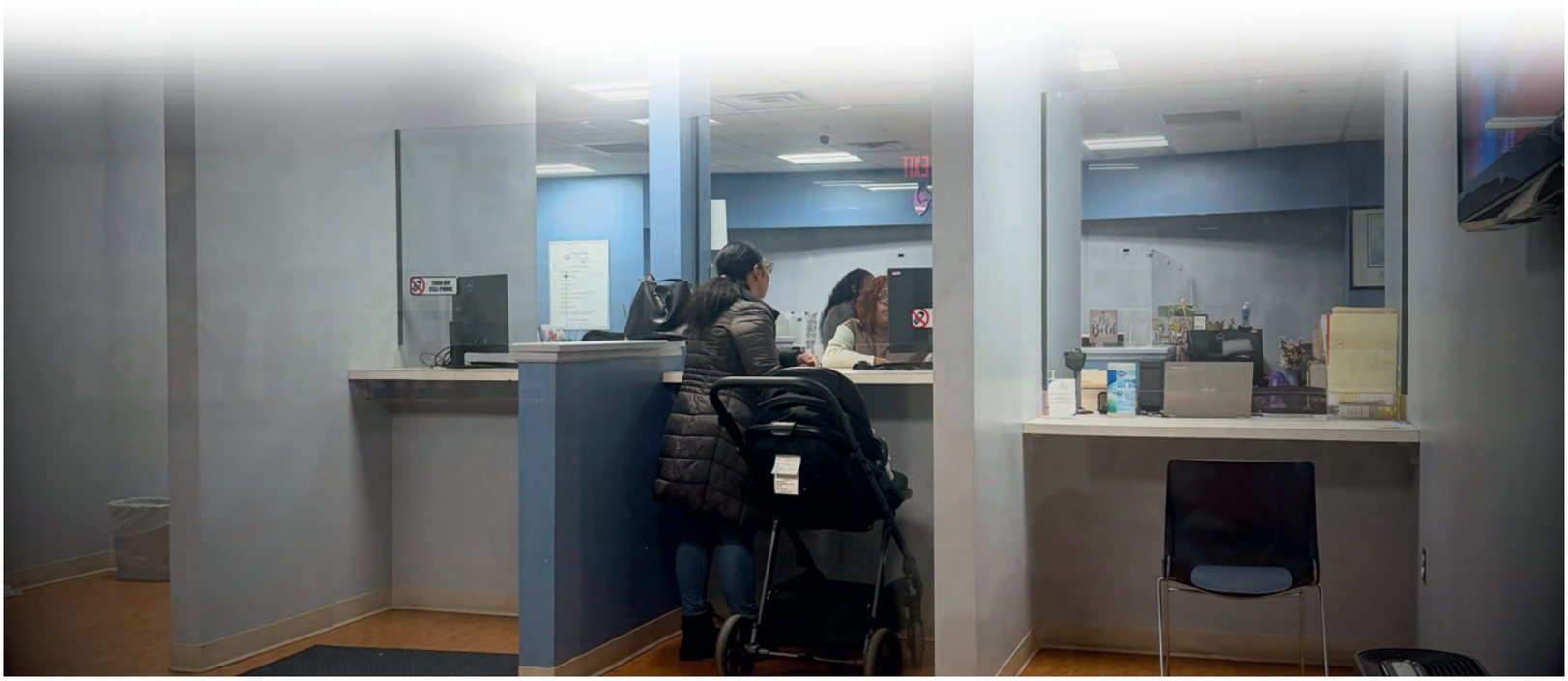
The number of families supported through NJCCAP continues to reflect the ongoing and growing need for accessible, affordable child care across Essex County. By helping families maintain employment, pursue education, and achieve greater financial stability, Programs for Parents continues to play a vital role in strengthening family well-being and economic mobility.

Families Served Through CCAP

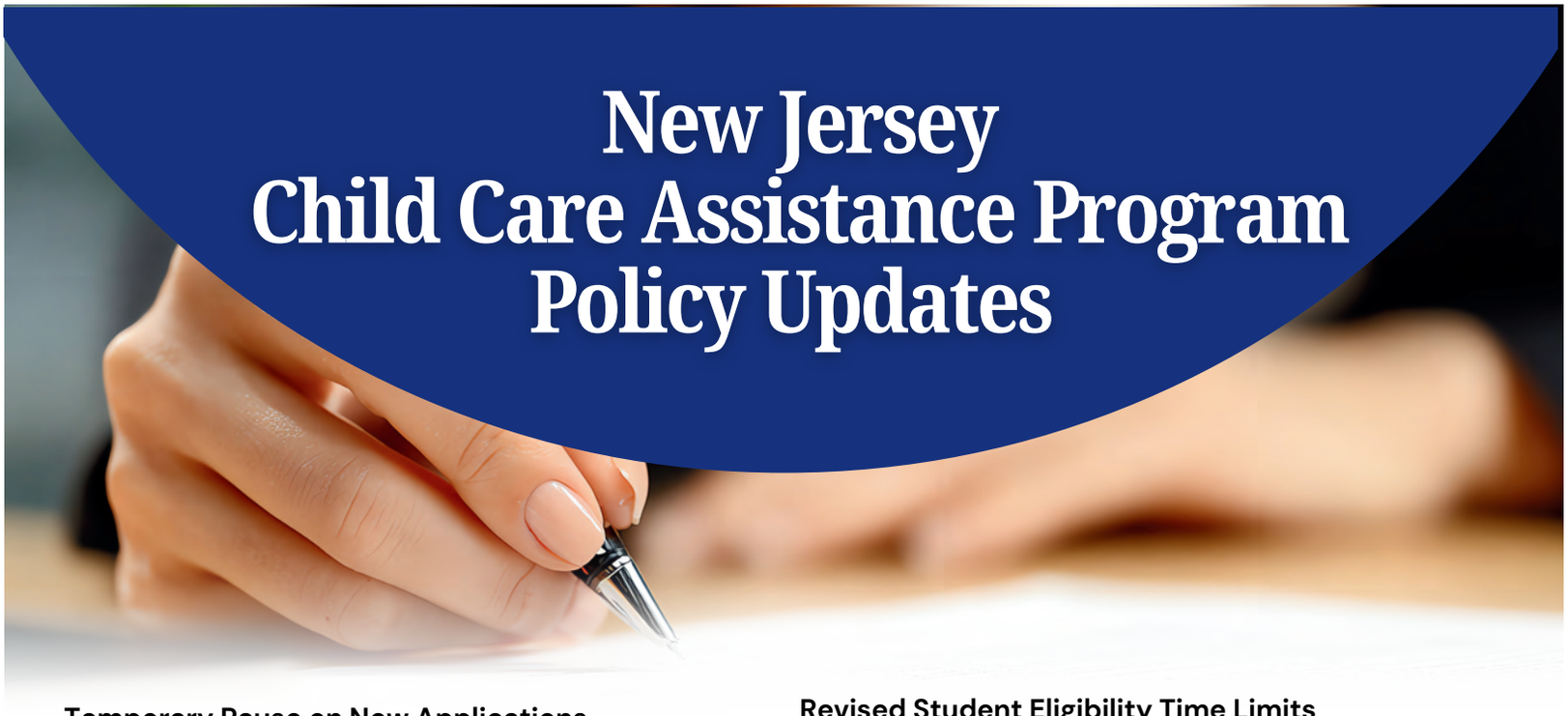
- 2022: 7,942 families served
- 2023: 8,985 families served
- 2024: 9,698 families served
- 2025: 9,013 families served*



Throughout 2025, monthly participation in NJCCAP remained strong. This sustained participation reflects the critical role child care assistance continues to play in supporting family stability, workforce participation, and access to quality early learning opportunities.



New Jersey Child Care Assistance Program Policy Updates



Temporary Pause on New Applications

Due to funding limitations, acceptance of new CCAP applications was temporarily paused beginning August 1, 2025. During this period, the team remained focused on supporting currently enrolled families while managing increased inquiries and community concerns with professionalism and care. In December, there was a limited reopening of the application. Families completed a registration process and were invited to apply. Priority was given to families with income at or below 100 % of the Federal poverty level, families experiencing homelessness, and families needing care for children with special needs. Applications remained open on a rolling basis with statewide enrollment capped at 75,000 children.

Restoration of Employment Requirements

The minimum employment requirement at redetermination increased from 20 hours per week back to 25 hours per week.

Staff worked diligently to communicate updated expectations clearly and support families through the transition process.

Revised Student Eligibility Time Limits

During the year, new Child Care Assistance Program (CCAP) eligibility guidelines established time limits for participants receiving child care assistance while enrolled in higher education or job training programs. Under the revised policy, eligible participants may receive child care assistance for:

- Up to three years while pursuing an Associate Degree or approved job training program
- Up to five years while pursuing a Bachelor's Degree

Previously, there were no defined time limits tied to educational participation. To support implementation of these changes, staff updated case review procedures, strengthened documentation and verification practices, and worked closely with families to help them understand the new requirements and plan for continued eligibility.

Updated Support for Families Experiencing Homelessness

Presumptive eligibility for families experiencing homelessness was adjusted from a six-month to a three-month eligibility period. Despite shortened timelines, the team continued prioritizing compassionate and responsive service to ensure vulnerable families maintained access to essential child care supports



Child Care Provider Resilience & Sustainability Survey Essex County, NJ

Only 12% of Essex County child care providers described their finances as healthy- and half were losing money. This is what we found. And what we did about it.

Programs for Parents partnered with Civitas Strategies to survey 55 licensed child care providers in Essex County to capture conditions on the ground during a period of policy transition. Most respondents were experienced operators (63% with 10+ years), and 89% accepted child care subsidy.

The findings were sobering. Only 12% described their finances as healthy, while 50% were losing money. Costs rose across insurance, payroll, food, and facilities. Providers absorbed the gap: 64% reported enrollment drops, 58% lost revenue, 25% were providing unpaid care, and 59% could not collect co-pays they were owed. Child care providers in this survey were 34 percentage points less optimistic about their business futures than small business owners nationally (44% vs. 78%).

Providers' top needs: enrollment and marketing support (61%), staff training and coaching (45%), and personalized business financial advising (29%).

In direct response to what providers needed, and with grant support from United Way of Greater Newark funding the training and stipends, PfP certified three staff members as business coaches and recruited a family child care provider from our network who had herself gone through the Civitas business coaching program — turning lived experience into peer expertise. Together, they delivered hands-on, personalized coaching to providers navigating some of the hardest conditions the sector had seen.

One underutilized opportunity stood out: 47% of providers already participated in CACFP — the federal program that reimburses providers for meals and snacks served to children — yet only 6% identified it as a revenue stream they wanted to grow. CACFP converted an existing expense into reliable federal reimbursement that didn't depend on family ability to pay, making it one of the most actionable near-term supports available without waiting for policy change.

Survey conducted by Civitas Strategies in partnership with Programs for Parents.

The Strength of Community

How Programs for Parents and Essex County Responded

In the face of these challenges, Programs for Parents responded. Child care providers struggling to stay afloat received business coaching and support. Parents who had never spoken at a public hearing shared their stories with state leaders. When families faced food insecurity, staff quickly organized and distributed grocery gift cards to 250 households. And through the inaugural Dr. Donna Johnson Leadership Institute, women stepped into new opportunities to lead and grow.

The pages that follow tell the story of that response—how people came together to support one another, meet immediate needs, and continue building a stronger future for children and families.



SUPPORTING PROVIDERS

Provider Management & Child and Adult Care Food Program (CACFP)

In 2025, Programs for Parents continued supporting the health and well-being of children across Essex County through the Child and Adult Care Food Program (CACFP), helping ensure children in child care settings received consistent access to nutritious meals essential for growth, development, and learning.

total meals seved to children in Essex Couny child care settings

340,667

- 120,188 meals were provided in home-based child care settings
- 220,479 meals were served in child care centers



Family Child Care Provider Conference

On September 27, 2025, the Programs for Parents Provider Management Department proudly hosted its annual Family Child Care Conference at Essex County College in Newark, New Jersey. The conference brought together more than 100 registered Family Child Care and Family, Friend & Neighbor (FFN) providers for a day focused on professional growth, collaboration, and community building.

Centered around the theme, *"Resilience and Resources: Strengthening Family Child Care in Difficult Times,"* the conference provided meaningful learning opportunities designed to help providers strengthen and expand their business practices while continuing to deliver high-quality care to children and families.

The event featured an inspiring keynote address from Lindsay Kilpatrick, New Jersey Deputy District Director for the U.S. Small Business Administration, who shared a message of empowerment, resilience, and opportunity for early childhood professionals navigating an evolving landscape.

Onsite Technical Assistance

As the Child Care Resource and Referral agency, Programs for Parents supports and registers Family Child Care Centers (FCC) in Essex County.

Throughout 2025, In addition to conducting home inspections to 180 Family Childcare Centers and 91 Family, Friend and Neighbor providers, Programs for Parents facilitated personalized onsite technical assistance to nearly 400 FCC, FFN and prospective providers at the West Orange office.

Support services included guided assistance with completing applications and required documentation, navigating state systems, new processes and more. Many participants also utilized onsite computer access, where knowledgeable staff provided hands-on support to help providers successfully complete critical administrative and program-related requirements.

These individualized support efforts helped reduce barriers, strengthen provider capacity, and ensure early childhood professionals had access to the resources and guidance needed to continue serving children and families effectively.

Professional Development Training

Investing in the early childhood workforce remained a key priority throughout the year. Through the Education and Innovative Programs Department, the Quality Management Team delivered 85 professional development opportunities totaling 347 hours of instruction and engaged 843 participants.

Training opportunities supported child care center staff, family child care providers, and family, friend, and neighbor caregivers in strengthening their professional knowledge, skills, and practices to better serve children and families.



SUPPORTING FAMILIES

Families came to us through 101,769 calls, 11, 440 walk-ins visits, and moments of real crisis. We answered. Whether that meant processing a child care referral, distribution grocery cards during a SNAP freeze, connecting a grandparent caregiver to health resources, or sitting besides a family at a holiday event at the Newark Museum of Art - we met families where they were.

Resource and Referral Department - By the Numbers

- 101,769 calls managed from families, childcare providers and community partners
- 11,440 visitors assisted onsite
- 1,519 families provided with child care referrals
- 3,400 referrals made for supportive services

Calls Managed	Visitors Onsite	Child Care Referrals	Referrals for Supportive Services
101,769	11,440	1,519	3,400

Family Engagement

Programs for Parents continued strengthening families and promoting healthy child development through meaningful community partnerships, parent education, and direct family support services. The Family Engagement Specialist collaborated with Family Success Centers, school districts, healthcare organizations, libraries, and community-based agencies throughout Essex County to connect families with critical resources and opportunities.



During 2025, Programs for Parents completed 146 Ages & Stages Questionnaires (ASQ) developmental screenings, helping families better undersand their chldren's developmental prograss and connect to appropriate resources and suppors when concerns were identified.

Families also participated in parent education initiatives, wellness events, literacy activities, Parent Cafés, and community outreach efforts. Through partnerships with organzations such as Essex Pregnancy and Parent Connection, SPAN, and other local agencies. Programs for Parents continued serving as a trusted resource for families throughout the community.



Responding to Community Need: SNAP Emergency Support Initiative

During the temporary Federal SNAP benefit freeze in late 2025, many families across the state experienced increased financial hardship and uncertainty. Recognizing the urgent need, Programs for Parents mobilized quickly and raised $25,000 through Gary Romano Donor Advised Fund and United Way of Greater Newark.

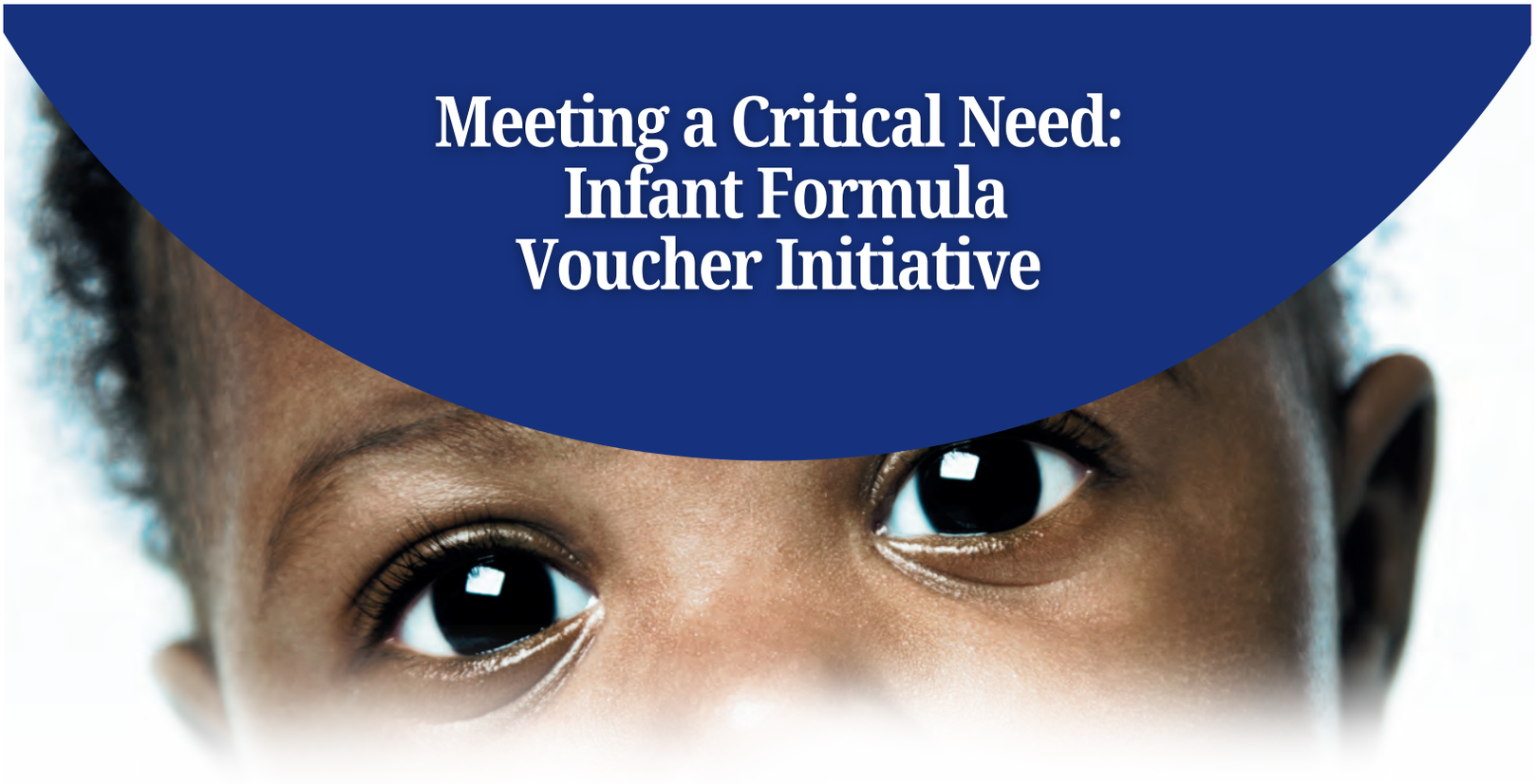
Raised in Emergncy Response – Zero Days of hesitation
$25,000

Through this initiative:

- 250 ShopRite gift cards valued at $100 each were distributed to families and child care employees experiencing hardship.
- A community food drive was organized to collect and distribute non-perishable food items directly to families in need.
- Families were connected to local food pantries, community resources, and supportive services throughout Essex County.

This response reinforced Programs for Parents' commitment to ensuring families feel supported during times of crisis and uncertainty.

Meeting a Critical Need: Infant Formula Voucher Initiative



In 2025, Programs for Parents identified a growing challenge affecting families across Essex County—the rising cost of infant formula. For many parents and caregivers already managing increasing costs related to housing, transportation, food, and child care, access to adequate infant nutrition had become an additional financial burden.

To address this need, Programs for Parents secured $35,000 in funding to develop an Infant Formula Voucher Program that will help eligible families access the formula their children need.

Funding support included:

- $10,000 contribution from the Robert Wood Johnson Foundation
- $25,000 contribution from the United Way of Greater Newark

Programs for Parents extends sincere appreciation to Board Members Pamela Taylor and Patricia Shatynski for their leadership and advocacy in helping secure support from the Robert Wood Johnson Foundation, as well as Catherine Wilson and the United Way of Greater Newark for their investment in Essex County families.

This initiative reflects the power of community partnership and Programs for Parents' ongoing commitment to reducing barriers and supporting healthy beginnings for children and families.





Grand Parents
Raising Grand Children Initiative (GRGI)

Programs for Parents and its community partners continued to expand support for kinship caregivers through the Grandparents Raising Grandchildren Initiative (GRGI), a collaborative effort focused on uplifting grandparents and relatives who have stepped into caregiving roles for children. Partners include CareSparc Community Connections, and Rutgers Center for Health Excellence and Community Engagement. There are 12 active grandparents in this support group.



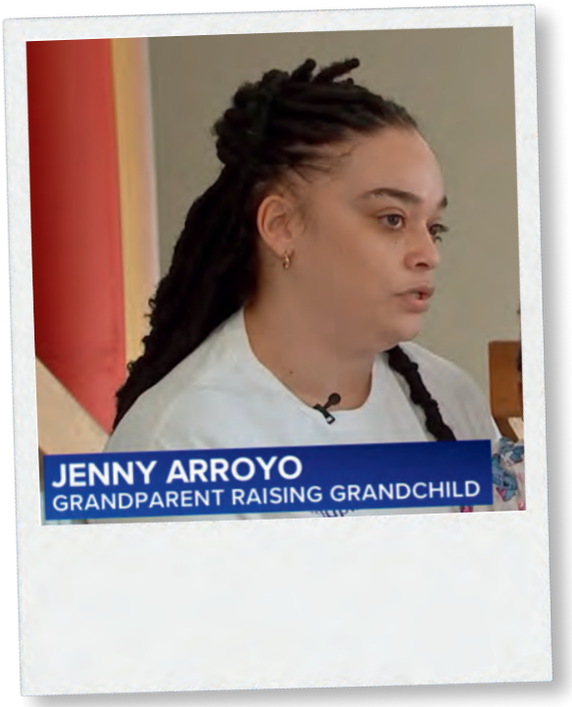
Together, with these organizations Programs for Parents is working to address health inequities, increase access to resources, and improve outcomes for children and families through coordinated support, wellness initiatives, and food distribution efforts.

In March 2025, the initiative received regional visibility through a featured interview on WABC-TV New York's Here and Now with Sandra Bookman. The segment highlighted the experiences of kinship caregivers and the importance of strengthening community-based support systems for grandparents raising grandchildren. A participant in the initiative shared firsthand insight into the impact of the program and the growing need for services tailored to kinship families.



Additional media coverage earlier in the year helped elevate awareness of the GRGI launch event held at the Paul Robeson Center in Newark, further amplifying the voices and experiences of grandparents and kinship caregivers throughout the community.

Through partnerships and collective advocacy, Programs for Parents continues to support initiatives that strengthen families, increase access to essential resources, and build healthier, more connected communities.



Community Winter Wonderland:
Bringing Holiday Joy to Families

During the 2025 holiday season, Programs for Parents partnered with the Newark Museum of Art to host the Community Winter Wonderland Day on December 13, 2025, providing families with a joyful and memorable holiday experience.

Thanks to the generosity of community partners including The Toy Bureau of the Oranges & Maplewood, the National Council of Negro Women (Section of Oranges & Maplewood), and Reach Out Montclair, 60 families from the Oranges and Maplewood received holiday gifts benefiting more than 120 children.

Families enjoyed a full day of activities, including:

- Live entertainment
- Holiday storytelling
- Arts and crafts
- Access to museum exhibits and cultural experiences



In addition to receiving holiday gifts, three families were selected as “Golden Ticket” winners and received special gift card prizes.

The event highlighted the power of collaboration and community partnership in creating meaningful experiences and lasting memories for children and families throughout Essex County.

INVESTING IN THE WORKFORCE







CDA & Family Development Credential Completion Ceremony

Programs for Parents proudly hosted its inaugural All-Class Child Development Associate (CDA) and Family Development Credential (FDC) Completion Ceremony on May 10, 2025, at Montclair State University. The event celebrated the accomplishments and dedication of 71 students who successfully completed all required coursework and program hours.

The ceremony recognized the hard work, perseverance, and commitment demonstrated by each participant throughout their training journey. Family members, instructors, staff, and supporters gathered to honor the graduates as they reached this important milestone in their professional and personal development.

These graduates have made a meaningful commitment to strengthening the Early Childhood Education workforce. Through the knowledge and skills gained in the CDA and FDC programs, they are equipped to provide high-quality care, education, and support to young children and their families.

71

students earned child development credentials in 2025

Dr. Donna Johnson-Thompson Leadership Institute

During Black History Month, Programs for Parents launched the Dr. Donna Johnson-Thompson Emerging Leaders in Early Childhood Institute, honoring the legacy of one of New Jersey's most influential early childhood leaders. Developed by women who were directly impacted by Dr. Johnson-Thompson's mentorship and leadership, the Institute continues her lifelong commitment to empowering underrepresented voices, advancing educational equity, and cultivating future leaders in the field of early childhood education.

Named in recognition of Dr. Johnson-Thompson's more than 45 years of service and advocacy, the Institute was designed to address critical leadership gaps within the early childhood workforce as experienced educators transition out of the field. Through 42 hours of professional development, mentorship from seasoned leaders, and targeted training in areas such as leadership foundations, curriculum development, staff management, compliance, and communication, participants gain the tools and confidence needed to lead effectively within their communities.

The initiative reflects Programs for Parents' broader commitment to strengthening the early childhood workforce and investing in the next generation of leaders. To help reduce financial barriers, the 14 women who successfully completed cohort 1 received a $1,500 stipend.

Through initiatives like the Dr. Donna Johnson-Thompson Emerging Leaders in Early Childhood Institute, Programs for Parents continues to advance equity, leadership development, and excellence in early learning throughout New Jersey.



National African American Child and Family Research Center's (NAACFRC) Community Pilot Project Program.



In 2025, Programs for Parents was selected as one of only three community-based organizations in the country to participate in the National African American Child and Family Research Center's (NAACFRC) Community Pilot Project Program. This nationally recognized initiative supports community-based participatory research that centers the lived experiences of Black children and families.

Programs for Parents partnered with Child Trends, a national research organization with strong ties to Newark, to conduct a pilot study titled Building Leadership and Sustainability in the Home-Based Child Care Workforce. Supported through a $20,000 grant, the study explored a critical question: What does the home-based child care community in Essex County need to thrive?

The project intentionally centered community voices throughout every stage of the research process. Home-based child care providers and parents served as paid co-facilitators, helping design the study, lead focus groups, and present findings at the NAACFRC national conference. One family child care provider and one parent also became CITI certified to support IRB-approved research practices.

Programs for Parents conducted three focus groups with 36 participants, including 22 home-based child care providers and 14 parents and caregivers. Participants shared valuable insight into both the strengths and challenges within the home-based child care landscape.

Providers described serving in multiple roles beyond caregiving — educator, business owner, advocate, mentor, and community anchor — while also expressing the need for stronger support systems, sustainable enrollment, and increased recognition of their professionalism and expertise.
Parents emphasized the trust, relationships, flexibility, and individualized care that home-based child care provides for their families. Many also identified opportunities to strengthen supports by bringing more integrated services directly into home-based settings.

The findings from this pilot study have already informed recommendations related to leadership development, business supports, licensing structures, and public awareness efforts aimed at strengthening the home-based child care workforce.

This work reinforces Programs for Parents' long-standing role as a trusted community leader and advocate for equitable, culturally responsive early childhood systems throughout Essex County.

EMPOWERING PARENT LEADERS

When systems fail to include the people most affected by them, advocacy is what fills the gap. In 2025, more than 75 parents earned certifications in leadership and civic engagement through Rutgers University- and several went straight from the training room to a state budget hearing, where they submitted testimony on child care affordability and provider stability.



Advocacy Training Sessions

Launched in April 2025, the Programs for Parents Advocacy Training Sessions initiative continued growing into a powerful parent-led movement centered on leadership, civic engagement, and community transformation.

Through Rutgers University, in collaboration with Dr. Diane Hill and Michelle Curry, Programs for Parents offered the free non-credit certificate in Leadership and No-Blame Problem Solving. More than 75 parents earned certifications while strengthening their knowledge of advocacy, systems navigation, public participation, and community leadership.

The initiative created a supportive environment where parents openly shared lived experiences, built confidence, and recognized the value of their voices within decision-making spaces.

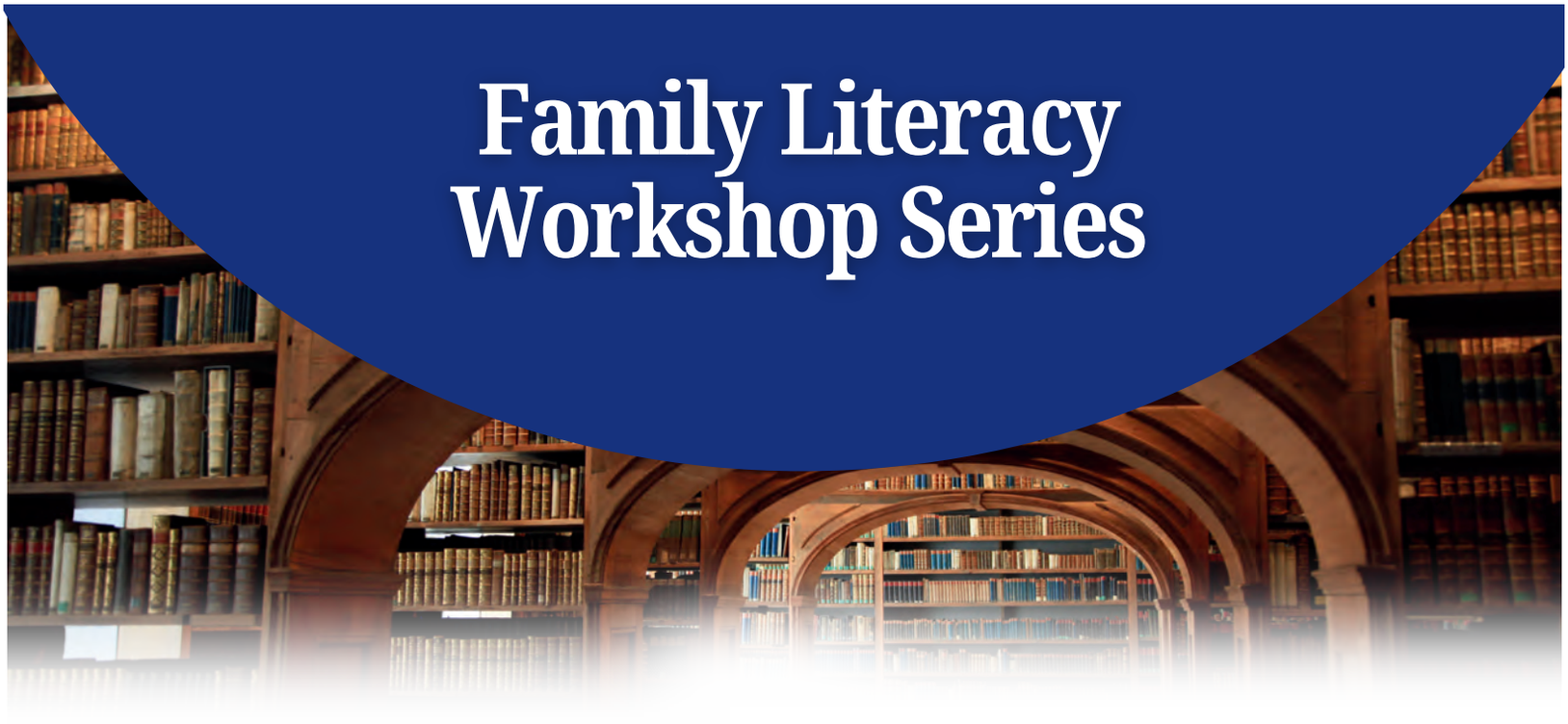
The impact of this work became increasingly visible as parent advocates began applying their training in real-time advocacy efforts throughout the community. During the December 2025 New Jersey Department of Human Services Public Budget Hearing, several parent advocates submitted testimony calling for stronger supports for children and families. Newark parent and preschool teacher Baiyinah Wright delivered verbal testimony on child care affordability and provider stability in Essex County, while parent advocate Raven Haney earned recognition for her written testimony.

75+

parents earned certificates in leadership and civic engagement



Family Literacy Workshop Series



READING PARTNERS

Programs for Parents partnered with Reading Partners Newark to provide a six-part Family Literacy Workshop Series designed to equip families with practical strategies to support literacy development at home.



Facilitated by the Reading Partners Newark team, the series included both virtual and in-person sessions to maximize accessibility and family participation.

Workshop topics included:

- Cultivating a Reading Environment
- Developing a Love for Books
- Ramping Up Your Read Aloud
- Developing Word Consciousness
- Building Comprehension
- Supporting Your Growing Reader

Through the series, families learned practical strategies for incorporating reading into daily routines, creating print-rich environments at home, selecting high-quality books, modeling fluent reading, supporting vocabulary development, and strengthening children's comprehension skills.

A total of 238 families participated in the workshop series, helping strengthen literacy engagement and support children's long-term academic success.

THE ORGANIZATION BEHIND THE WORK

None of this work happens without the 86 people who show up every day to make it possible. In 2025, the Human Resources Department focused on building systems that support them – clearer performance expectations, more learning opportunities, and a stronger culture of accountability and care. Because strong teams building strong communities.



Human Resources Department

In 2025, the Human Resources Department focused on strengthening organizational culture, enhancing employee engagement, and implementing systems that support performance, accountability, and professional growth. Through strategic initiatives and partnerships, HR continued aligning people practices with Programs for Parents' mission of supporting children, families, and providers across Essex County.

Strengthening Organizational Culture & Employee Engagement

The department continued prioritizing employee engagement and workplace culture through initiatives designed to foster connection, collaboration, and community impact. Staff participated in the organization's annual Spirit Week, centered around Programs for Parents' mission, values, and teamwork. HR also partnered with the City of Newark and HelloFresh to support a citywide food distribution effort serving the community.

Advancing Performance Management & Accountability

Throughout 2025, HR designed and prepared for the implementation of a modernized performance management system. Key components included monthly 1:1 supervisory check-ins, quarterly evalucations, standardized evaluation tools and audit systems, and role-specific performance evaluations forms with clearly defined rating criteria

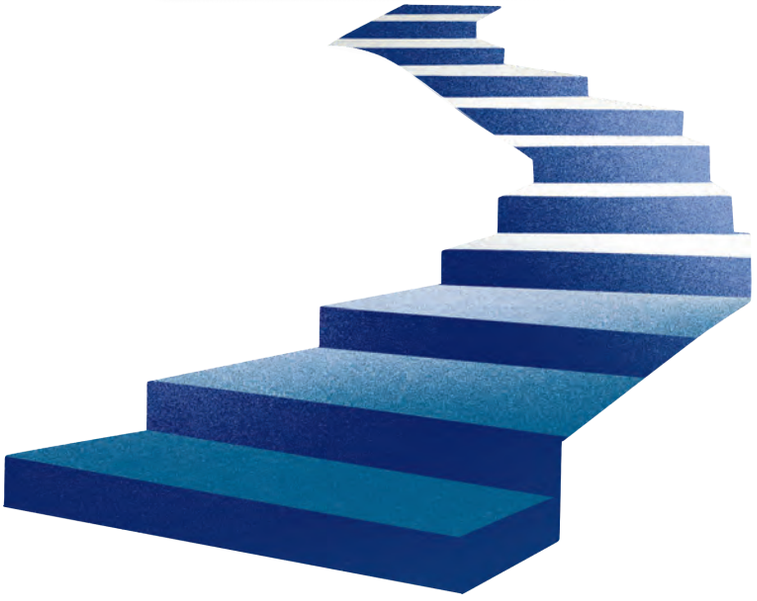
Professional Development & Learning Opportunities

Programs for Parents continued investing in employee learning and growth through the launch of EmpowerU, a monthly professional development series focused on leadership, workplace effectiveness, and employee wellness.

- A Financial Literacy Lunch & Learn Series in partnership with North Jersey Federal Credit Union
- Leadership workshops facilitated through Essex County College
- A partnership with Berkeley College providing tuition discounts of up to 30% for employees and eligible household members







86 employees supported	**13** new hires onboarded	**4** internal promotions
83.9% employee retention rate	**5** professional development sessions	**4.44/5** avg satisfaction – Financial Literacy Series

Awards & Recognition









Programs for Parents was honored throughout 2025 for its continued leadership, advocacy, and service to children and families across the community.

Organizational Recognition

- Recognized as Organization of the Year by the Boys to Leaders Foundation on July 16, 2025
- Recognized as Organization of the Year by Unified Vailsburg Organization on September 20, 2025

Leadership Recognition

- Programs for Parents CEO, Nayibe Capellan, was honored by Nassan's Place as the Community Appreciation Honoree on October 30, 2025

Financial Overview | Calendar Year 2025



Note: This information covers the calendar year January 1 – December 31, 2025, and does not correspond to Programs for Parents' fiscal year (October 1 – September 30). Audited FY2025 statements are currently in preparation. Figures are subject to change.

Total Revenue	Total Expenses	Net Result
$8,545,676	$8,626,861	($81,185)

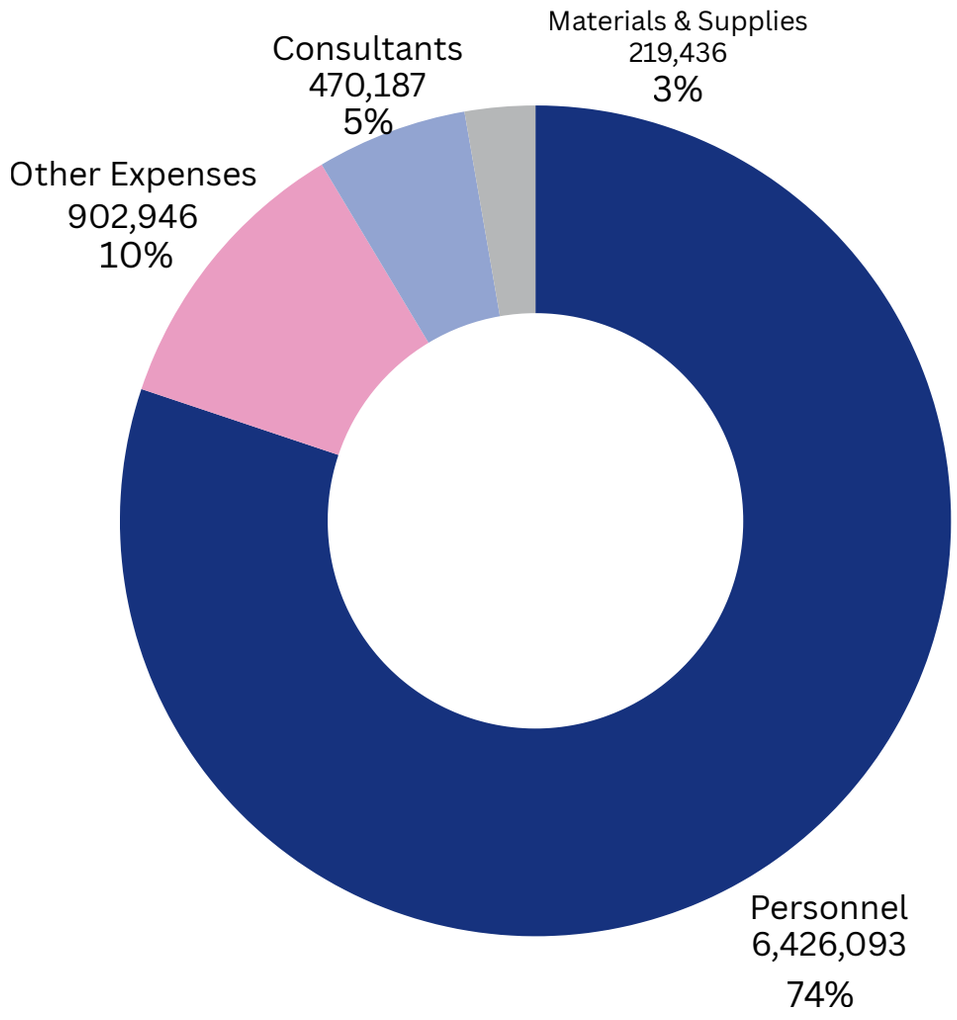
Where our funding comes from

Government contracts and food service programs drive the vast majority of Programs for Parents' revenue, reflecting deep, long-standing partnerships with the New Jersey Department of Human Services- Division of Family Development, New Jersey Department of Agriculture-Division of Food and Nutrition and New Jersey Department of Labor

Government & Contracts	Grants & Foundations	Training & Other
92%	6%	2%
$7,854,190	$539,236	$152,251

How we deploy our resources

Nearly three-quarters of all spending goes directly to the 86 people who make this work possible — the skilled, dedicated team serving Essex County families, childcare providers, and the early childhood workforce.





Annual Donor *Recognition*

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New Jersey Department of Human Services – Division of Family Development
New Jersey Department of Labor
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A Year of *Community*




















Programs for Parents

























Looking Ahead with Purpose

The state of child care in Essex County is still fragile. Funding constraints are real. Provider stability remains at risk. Families continue to navigate systems that were not designed with them in mind.

But the strength of this community is also real. It showed up in 2025 in every testimony delivered, every provider coached, every child fed, every leader trained. That is what Programs for Parents is here to support - and what we will continue building toward.

While policy changes and funding limitations created new challenges throughout the year, they also reinforced the importance of resilience, adaptability, and collaboration. Programs for parents remains steadfast in its commitment to ensuring children and families continue to receive the support necessary to achieve stability and long-term success.

The work continues. Thank you for being part of it.



BECAUSE STRONG COMMUNITIES BUILD STRONG *Futures*



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