



CARVER
FOUNDATION OF NORWALK, INC.
"Building Lifetime Achievers"

**Carver Foundation of Norwalk, Inc.
Annual Meeting
Wednesday, November 14, 2018**



We are "Building Lifetime Achievers"

ANNUAL MEETING AGENDA

November 14, 2018

Call to Order	Diana Napier
Welcome and Presentation	Maliyah Lee Harsleen Maldonado Jayden Labaze Paige Callahan Kobe Rojas
Program Review	Anaijah Morgan Dejanah Lorthé
Approval of Minutes 2017 Annual Meeting	Valerie Watson
Treasurer's Report	Jude Alaba
Committee Reports	Diana Napier
Volunteer Recognition	Nikki LaFaye
Chief Executive Officer Remarks	Novelette Peterkin
President's Remarks	Diana Napier
Governance and Human Resource Committee Approval 2018-2019 Slate of Officers & Directors	Craig Glover

Adjournment

*Please join us for refreshments immediately following the meeting
Thank you for joining us!*

Annual Meeting Minutes

Minutes of the Annual Board of Director's Meeting November 15, 2017

The President, Diana Napier, called the meeting to order at 6:31 p.m.

Board Members Present: Jude Alaba, Sandra Faioes, Kimberly Gaddy, Craig Glover, Leah Glover, Diana Napier, Novelette Peterkin, Oscar Villalonga, Valerie Watson, Richard Whitcomb and Wendy Winnick-Baskin.

Welcome: The following students welcomed all guests: Harsleen Maldonado shared his musical talent via the cello and Kiara Miranda rendered a song.

Program Review: Carla Romeus

Erika Stanley, Youth Development Director launched a newly created promotional video "We are Carver."

Approval of Minutes: A motion to approve the Minutes from the 2016 Annual Meeting was made by Craig Glover and second by Kimberly Gaddy. The motion was approved.

Treasurer's Report: Jude Alaba presented the Treasurer's Report and stated that the past year was a very good year. A motion to approve the report was made by Sandra Faioes and second by Oscar Villalonga. The motion was approved.

Committee Reports: Reports were presented and reviewed by committee chair, Leah Glover.

Volunteer Recognition: Leah Glover presented the 2017 Volunteer Award to Carol Howe in recognition of her hard work and commitment to various fundraising events over the summer.

Ms. Glover stated, "Generous with her time, relationships, many talents, and financial support, Carol Howe brought light and life to the Carver community throughout the year. We take this opportunity to thank Carol for her exemplary volunteer spirit, the kindness she shows to Carver students and families, and her beautiful energetic leadership style. This past year, all of these qualities and more were essential elements in the success of Carver's annual Golf Classic, enlisting the support of Vineyard Vines in New Canaan, and encouraging the daughter of a friend to donate her birthday gifts to Carver and then to create a student Carver Club at New Canaan High School. This resulted in more students volunteering at the Carver Community Center. We take pleasure in thanking Carol for all that she does for and for all that she means to the Carver community."

CEO Remarks: Novelette Peterkin delivered an emotional message that highlighted the major accomplishment and laid the vision for the organization's future.

President's Remarks: Diana Napier presented her report and gave a heartfelt gratitude to Novelette for her hard work and dedication to the Carver and the community. She also thanked the board members for their dedication and commitment to the organization.

Governance and Human Resource Committee Report:

Craig Glover, Chair of the Governance and HR Committee presented the slate of officers and board members for 2017-2018 and made a motion to accept the slate of officers as presented, Kimberly Gaddy second the motion. The motion was approved. Mr. Glover also acknowledged our president, Diana Napier and Chief Executive officer, Novelette Peterkin, for their hard work and dedication to the Carver Foundation of Norwalk.

Meeting was adjourned at 7:35 p.m.

Respectfully submitted,

Valerie Watson,
Board Secretary

2018 Treasurer's Report

We gather here tonight, in part, to celebrate what we, together as one Carver community, were able to accomplish in the 2017-2018 fiscal year. We are also here to remind ourselves that there are still many more children to be served in our community.

Fundraising: The 2017-2018 fiscal year was the highest grossing fundraising year ever in the 80-year history of Carver. The efforts of many Carver advocates and the increased awareness of Carver's impact is winning new and larger investments from an ever-widening spectrum of donors.

For the year ending June 30, 2018 (Fiscal Year or FY 2018), our Total Revenue was \$4,102,337, including \$148,522 for improvements to the Carver Community Center. The amount we raised in FY 2018 to fund our programs and activities surpassed our goal by \$332,815¹ or by about 9%¹. It is also \$508,294² higher than what we raised last year to fund Carver programs and activities, a 15%² increase. Many elements contributed to our fundraising success, not least the Child of American Gala (in May 2018) which raised more than \$1,000,000.

We are grateful for each and every donor regardless of gift size, but on an occasion such as the Carver Annual Meeting, we are eager to recognize the leadership gifts awarded by the Dalio Foundation, The Grossman Family Foundation, the CT State Education Department, the City of Norwalk, Norwalk Public Schools, the Richard and Barbara Whitcomb Foundation, and the Daniel E. Offutt Trust. I applaud the dedicated individuals who are working together not only in raising the funds to support our programs and activities, but also in executing and implementing them. Our Management and staff, our Board of Directors, our alumni, parents and the entire Carver community are champions for the Carver vision of "Building Lifetime Achievers."

Expenditures

Carver's total expenditures for FY 2018 were \$3,546,697, less than 1%³ higher than our budget. It is also higher by 3%³ (\$108,582) than our FY 2017 total expenditures.

Direct investments in our extensive and innovative after school and summer programming for K-12 students, including college tours and scholarships amounted to \$3,026,736 or 85% of our total expenditures. Our total direct investments in our programs increased by \$167,131 in FY 2018, by 6%. The increase in direct investments in our programs in FY 2018 is largely attributable to the funding of our new elementary school program for 5th graders that we began around mid-year at Brookside and Tracey Elementary Schools.

Our Management & General expenses and Fundraising & Development expenses (collectively, non-program expenditures) represented 4% and 11% respectively of our total expenditures. It is worthwhile to note that these non-program expenditures, in total, decreased by \$39,555⁴ in FY 2018 (lower by about 7%⁴).

Overall, we grew Total Revenue that funded our programs and our activities by 9% while keeping the increase in our Total Expenditures to less than 1%, resulting in the excess Total Revenue over Total Expenses of \$555,640⁵. In addition, as a result of our success last year, we now have a reserve cash of over \$500,000.

Current Fiscal Year Budget

In the current FY 2018-2019, we expect to grow Total Revenue used to fund our programs and activities to \$4,623,000. Our budgeted Total Expenditure accordingly increased to \$4,523,000, an increase of \$976,303 over FY 2018. The increased budget reflects expansions in our programs such as: (1) full-year funding for our 5th grade elementary school programs in Brookside and Tracey Elementary Schools; (2) partial-year

funding for the expansion of our 5th grade elementary school program at Naramake and Kendall Elementary Schools; (2) additional summer learning programs at Nathan Hale and Ponus Middle Schools; and a one-year commitment to run an after-school program in the Bridgeport School District. Our FY 2019 expenditures also reflect additional personnel needed to support the expansion of our programs.

The FY 2019 revenue budget is the most ambitious fundraising target for Carver; the FY 2019 expenditure budget reflects the most significant expansion of our programs since Carver began receiving invitations from school principals and many others to expand our successful after school and summer programs beyond the Carver Community Center.

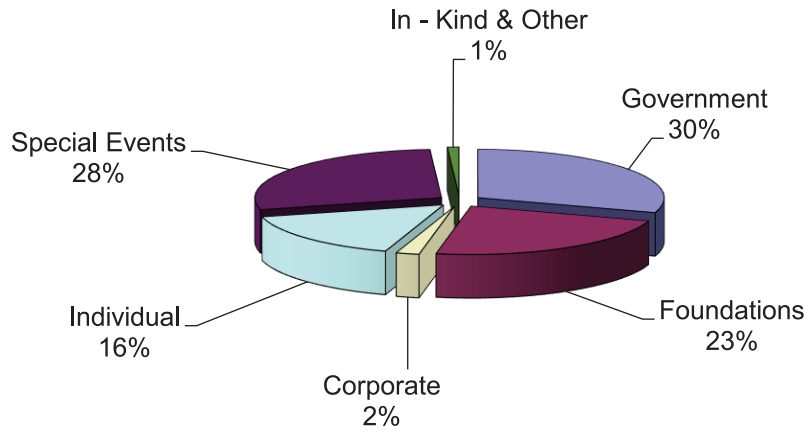
I am fully confident that Carver will be able to achieve its FY 2019 budget and continue its stellar record of accomplishing measurable outcomes in furtherance of its mission. This confidence includes the expectation that Carver's donors, advocates, and program partners will sustain their unwavering commitment to give the children of Norwalk access to the Carver resources critical for their success.

Notes

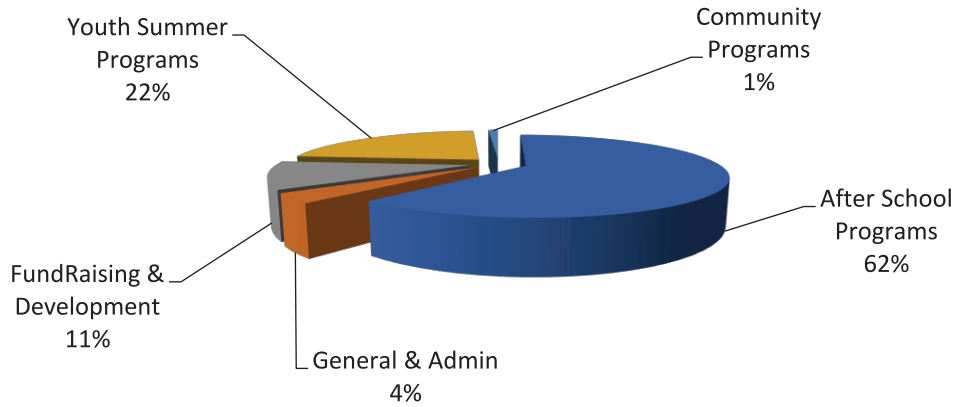
- ¹ Total Revenue to fund our activities of \$3,953,815 is derived by deducting revenue to fund facilities improvements of \$148,522 from our Total Revenues of \$4,102,337. FY 2018 total revenue budget was \$3,621,000.
- ² Total Revenue to fund activities in FY 2017 was \$3,445,521. It is derived by deducting revenue from the value of the Carver Community Center donated by the City of Norwalk of \$1,907,010 and about \$20,000 to fund facilities improvements from our Total Revenue and Public Support of \$5,370,834.
- ³ Our budgeted expenditures for FY 2018 were \$3,521,000. Our Total Expenditures for FY 2017 was \$3,418,115.
- ⁴ In FY 2018, Management and General expenditures were \$132,744 and Fundraising/Development expenditures were \$387,217 for a total of \$519,961. In FY 2017, Management and General expenditures were \$125,419 and Fundraising/Development expenditures were \$434,091 for a total of \$559,510.

Audited Financials

AUDITED 2017-18 REVENUE
\$4,102,337



AUDITED 2017-2018 EXPENSE
\$3,546,697



2018 Fundraising and Marketing Committee Report

The heroes in Carver's story after 80 years of service remain Carver's young achievers. There were 1,461 heroes in our 2017-2018 after school and summer programs, students who overcame challenges to realize success in school and in life.

Many allies who participated in Carver's story this past year included Mike Barbis, Chairman of the Norwalk Board of Education, and Mayor Rilling sharing their personal Carver stories with our guests at the 15th annual Rowayton Connections party; Sean Combs at our annual gala comparing his own life journey to present-day Carver kids; alumni writing letters of gratitude to the editor of The Hour and to other local media; and so many others who shared their personal Carver stories. New media such as the Newman's Own Foundation's CommonGood.org platform included Carver stories in its launch.

Fundraising

- We exceeded our 2017-2018 fundraising goals, as reported in detail in other Annual Meeting reports.
- The 4th Annual Carver Golf Classic raised more than \$100,000.
- Successful Carver "Connections" parties (house parties) were held in New Canaan, Westport and Rowayton to introduce those communities to Carver's mission, accomplishments and opportunities.
- Carver's new Director of Philanthropy assisted donors in increasing their gifts by building relationships and presenting giving opportunities that met their personal philanthropic goals.
- We have been closely following the new tax laws to help educate our donors and to prepare for changing charitable giving trends.
- We engaged our institutional funders and individual donors through custom volunteer opportunities, special site visits and student-centered events.
- We honored Sean Combs at our Child of America gala for his exemplary philanthropic record in support of underprivileged youth; this annual event raised more than \$1 million.
- New Canaan High School interns initiated a campaign for a new playground that will be installed in spring 2019.
- The Board Development and Marketing Committees are leading all of these efforts and welcome new volunteers with specific skills in development, marketing and lobbying.

In Carver's 80th year, before the second quarter of FY 2018-2019 nears completion, we are on target to meet our budget of \$4.6 million. This promises to be an even better fiscal year than 2017-2018, which ended with the largest reserve fund in Carver's history.

Marketing

- Let us know if you are not receiving Carver's monthly e-newsletter. Please share these e-newsletters with your personal contacts.
- Social Venture Partners is helping Carver with its marketing strategy in addition to its longstanding support of Carver's program data collection and analysis.
- Carver is increasingly looking at marketing/communications and fundraising through the lens of the website, mobile, and social media. As we do so, we test concepts across all channels to determine the right marketing mix for our various constituencies.
- Carver staff and Marketing Committee continue to refine Carver's unique value proposition, positioning, marketing materials, promotion strategies, partnerships, and donor retention strategies. We welcome your feedback.

- Fairfield County Giving Day (Thursday, 2/28/19) – help us win this county-wide crowdfunding campaign this year!
- Carver staff were certified this past year in the use of Facebook, Youtube and other social platforms and certified in the full use of the Raiser’s Edge NXT donor database management and fundraising suite of tools to which we subscribe.
- Early into this new fiscal year, on Carver Day, Thursday, September 20, some 400 of Carver’s daily after school students joined honored guests to celebrate Carver’s 80th anniversary. Mayor Rilling’s presence was felt in the reading of the City of Norwalk’s Carver Day proclamation by Senator Bob Duff and Norwalk Common Council member, Greg Burnett. Also joining us were Representatives Gail Lavielle, Fred Wilms and Terrie Woods who greeted our students and guests with their personal remarks and the reading of a Citation from the Connecticut General Assembly that honored Novelette. Congressman Jim Himes was represented by a member of his staff, Vernita Tertullien. Prudential was the Presenting Sponsor of the day’s event.

In 1938, Norwalk parents, concerned citizens, clergy and other community and educational leaders came together to form Carver to provide underprivileged youth with opportunities to learn, grow and prepare for their careers. This past year, with program expansion into more schools, new investments and innovations in data collection and analysis of our students’ performance and growth, and the strengthening of our relationships with individual donors and volunteers, the Carver story that began in Norwalk 80 years ago continues to resonate throughout Fairfield County.

Leah Glover, Chair of Development Committee

Committee members:

Meggan Douglas

Kimberly Gaddy

Carol Howe

Jacqueline Novotny

Danielle Robinson

Laura Ruhe

Patrick Steele

Stephanie Thomas

Dr. Susan Weinberger, Marketing Committee Chair

Dick Whitcomb

Wendy Winnick-Baskin

2018 Program Committee Report

Carver's vision of "Building Lifetime Achievers" is fueled by the generosity and commitment of so many partners. Our 80th year is our strongest programmatically. Thank you! We are serving a record number of students in our after school and summer programs with a purposeful and resolute focus on closing the opportunity gap for disadvantaged students.

Carver's programmatic *IMPACT* is inspiring to our investors, educators, and to our students.

After School Programs:

- 2017-2018 term data from Northwest Evaluation Association (NWEA) Measures of Academic Progress (MAP), a test that compares students to the nation, showed that Carver's after school students grew faster than expected in each grade.
- Carver students grew faster in Math than Reading.
- Our 5th graders showed the strongest growth (73rd percentile in Math, 67th percentile in Reading).
- 3rd, 5th, and 10th graders (Math) and 5th and 9th graders (Reading) grew faster than NPS district MAP results for the same grades.

Summer 2017:

- In our four summer 2017 transition programs (West Rocks, Roton, Brien McMahon, Norwalk High) in nearly every case students with lower achievement in Spring 2017 grew faster, including the summer impact, than they did in the academic year alone.
- Low-income students tended to grow faster than students of higher income, supporting our dedication to and case for closing opportunity gaps.

Afterschool & Summer Highlights

Carver 2017-2018 After School and Summer Programs Served 1,461 (unduplicated) Students

Our signature Youth Development Program (YDP) for middle and high school students continues to provide a personalized learning model that compliments the regular school day with personalized, hands-on, project-based learning. YDP is offered and operated at Nathan Hale, Ponus Ridge, Roton, and West Rocks Middle Schools, in Norwalk and Brien McMahon High Schools, Side by Side Charter School, and beginning in this school year in the Classical Studies Magnet Academy in Bridgeport. Carver conducts after school programming for 5th grade students attending Brookside and Tracey Elementary Schools, and for K-5th grade students at the Carver Community Center. In a few weeks we will add programs for 5th graders at Kendall and Naramake Elementary Schools. Certified teachers from their respective schools and other professionals deliver Literacy, Math, Technology, Engineering, Arts, Science, enrichment, recreation and wellness programming through structured activities that have been proven by Carver to achieve significant academic improvement. Paid internships, college tours, field trips, career fairs, student exhibitions, and much else transform the lives of Carver students.

Carver provides Freshman Summer Success Academies for graduated 8th-grade students transitioning into 9th grade at Norwalk and Brien McMahon High Schools. Carver provides a Summer Middle School Transition Program for 5th-grade students transitioning into Norwalk's four middle schools. Carver provides two summer enrichment programs for children aged K-13 at the Carver Community Center and Columbus Magnet School. Carver is given access to each school's facilities and resources free of charge for both after school and summer programs.

2018-2019 After School Enrollment Targets: Elementary - Brookside – 50 | CASPER– 60 | Kendall – 60 | Naramake – 40 | Tracey – 50 | Middle School – Classical Studies Magnet Academy – 200 | Jr. YDP – 45 | Ponus – 120 | Nathan Hale – 120 | Roton – 120 | Side by Side – 45 | West Rocks – 120 students | Brien McMahon – 80 | Norwalk High – 90 | Sr. YDP – 30 = **Total 1,230 students**. We are excited to continue this amazing journey with our families.

2018 High School Graduates – 24 students

We are pleased to report that 100% (all twenty-four) of our high school seniors graduated on time (a consistent outcome each year since 2005).

Carver Community Center (6 students): Shaniya Mesilien, Nakai Steen, Jordan Herring, Liberty Corbett, Jescie Holmes and Trinity McFadden

Brien McMahon High School (6 students): Rose Jean Louis, Jasmine Bien-Aime, Jelani Porter, Sharod Blackwell, Rachelle Sainval and Damon Brook

Norwalk High School (12 students): Serenity Wright, Kevin Vega, Emeka Toney, Angel Reyes, Zariya Paige, Christian Funez, Maryuri Dormes, Jamilette Cruz Acevedo, Rachel Clarke, Cynthia Avila Guevara, Nikayla Ashley and Senya Alfonso Martinez

College Report

Twenty-two of the twenty-four graduates are now attending the following colleges: Quinnipiac University – 2 students | Southern Connecticut State University – 2 students | Central Connecticut State University – 1 student | Western Connecticut State University – 1 student | Mercy College – 1 student | Manhattanville College – 1 student | University of Hartford – 1 student | Virginia State University – 1 student | Lincoln University – 1 student | Rochester Institute of Technology – 1 student | Norwalk Community College – 10 students | Two students have joined the workforce.

2018 College Graduates:

Jasmine Brown (Master's -Sacred Heart University), Sophia Lubin (Master's Degree - Southern Connecticut State University), Dorveline Gabriel (Master's – Fordham University), Rebecca Gabriel (Master's – Fordham University) Tomar Joseph (BS - Western Connecticut State University), Clifford Joseph (BS Endicott College), Meschac Casimir (BS - Johnson C. Smith University), Aisha Miles (BS - Howard University), Schadrac Casimir (BS - Iona College) and Shantasia Best (BA Western Governors University).

Scholarships

In June 2018, we awarded \$65,000 in Scholarships to twenty-one students ranging from \$1,000 to \$10,000. The breakdown is as follows: Athena Scholarship (\$10,000/year for 4 years) – 1; DeAndre Parks Scholarship, which is awarded to the student with the highest GPA of 3.9 (\$5,000) – 1; Darien Rotary Scholarship, which is awarded to a strong student attending NCC (\$4,000) – 1; Richard Whitcomb Scholarship, which is awarded to students earning a 3.5+ GPA – 3; Richard Fuller Scholarship, which is awarded to students earning a GPA of 2.6+ to 3.49 GPA – 10; Carver Scholarship, which is awarded to students earning a GPA of 2.0 – 2.49 – 5

2018 College Tour

Our 48th annual spring college tour enabled students to tour Temple University, Villanova University, LaSalle University, Cheyney University, University of Maryland Eastern Shore, Salisbury University, Morgan State University, Coppin State University, Georgetown University and Howard University. This tradition of inspiring young people to envision themselves in such a setting with the goal of pursuing

higher education. Our (2019) 49th Annual College Tour will be heading to colleges/universities in South Carolina and Georgia.

Community

Traditional community events over the past year included our annual Halloween Party, Thanksgiving Food Drive, Holiday Party, Breakfast with Champions, Career Fair, and Testimonial Dinner. The Summer Run and Basketball Leagues were also important and traditional offerings for the community.

We are continuing these rewarding initiatives through our strong partnership with Norwalk Public Schools, Side by Side Charter School, Columbus Magnet School, and now with the Classical Studies Magnet Academy in Bridgeport. Carver is working collaboratively with the principals of each of these schools, including Norwalk's four public middle schools and two high schools, and four elementary schools. Carver is offering students high-quality after school and summer programs that are producing significant results. Another spectacular school year is now well underway. We are grateful that you are with us on our journey.

Sandra Faioes – Carver Board Program Committee Chair

Chief Executive Officer's Message

Dear friends,

As our milestone year comes to an end, we are as vibrant and relevant as any other time in our eighty-year history. We are executing our “2020 Strategic Plan” and making thoughtful adjustments along the way. There are solid commitments to strengthen our organization’s capacity to ensure we meet our goals and fulfill our mission. Giving equitable access and opportunity to hundreds of Norwalk youth is the cornerstone of our work through our three areas of focus: after school, summer, and community.

Thoughtful planning with emphasis on analysis of students’ performance and growth data continues to drive the expansion of our current after school and summer programs. Carver is operating after school programs at the Carver Community Center, at Norwalk’s four public middle schools (Nathan Hale, Ponus, Roton, and West Rocks), and at Side by Side Charter School. Carver conducts a 5th grade after school program at Tracey and Brookside Elementary Schools; we’ll be adding Naramake and Kendall Elementary Schools to this new program in January. Carver is also at work after school and during summer at Brien McMahon and Norwalk High School. This month, we are partnering by invitation of the Bridgeport Board of Education with the Classical Studies Magnet Academy in Bridgeport to provide after school programming for up to two hundred 3rd through 6th grade students.

Today, Carver remains committed to providing the access that will unlock lifelong opportunities for our students. We are “Building Lifetime Achievers” as every Carver student’s future is full of potential and driven by his or her curiosity and eagerness to absorb knowledge. Our commitment to customized solutions is reflected in our work in 2017-18 school year. In every community the success of our children depends on the actions of adults. With the support of a wide range of stakeholders and our many partners including Norwalk Public Schools, investors, community members, volunteers, staff and families, Carver students are growing and succeeding in healthy environments. All our young people deserve and receive an excellent education that helps them reach high standards of performance, regardless of their life circumstances.

I know that leaders cannot drive change alone. We need the power of many to be successful. How blessed am I to have the smart, energetic and generous support of so many? We have accomplished so much in the 2017-18 fiscal year.

- Expanded our summer programming (adding two middle schools) and after school programming (adding two elementary schools) to serve 1,461 students (unduplicated). We served the largest number of students in Carver’s history: 1,358 Norwalk Public Schools students and 103 non-NPS students.
- Raised more than a \$1 million at our annual gala, the most raised at any event in Carver’s history.
- Secured more than \$4.1 million in total revenue, the most operational funds raised in a single year in Carver’s history, exceeding our budgeted goal
- Replaced the HVAC system on the 1st floor of the Carver Community Center.

We continue to benefit from diligently seeking independent assessments of our work. To this end, we added a full-time data analyst, a school-based program manager, and a chief operating officer to our staff. Each of these new key strategic positions are necessary to ensure that we are implementing better evaluation tools, strengthening our connection between Carver and Norwalk Public Schools and ensuring continual improvements in our operations. Continued growth will require us to focus on building our organizational capacity, enhancing our data management tools, methodologies, and analysis, and expanding our fundraising and marketing initiatives. While projects and opportunities may change through the years, our determination to meet rising expectations for each and every child remains steadfast.

Our work today includes the following priorities:

1. Building our cash reserves to ensure the long-term financial stability of the organization.
2. Serving ever more students until Norwalk completely closes its achievement gap. This means a bold plan to work hand-in-hand with Norwalk Public Schools to identify high needs students and engaging more partners in addressing all barriers that frustrate strong academic performance. We are so thrilled to continue our work with Social Venture Partners as they assist with our capacity building, data analysis, fundraising, marketing and branding.
3. Continuing to work closely with Norwalk Public Schools (NPS) to ensure that our programs are aligned with their 2016-2019 Strategic Operating Plan and their 2017-18 Priority Outcomes and Implementation Steps.
4. Partnering with NPS elementary schools to add two 5th grade after-school programs each year (4 programs this fiscal year).
5. Growing our middle school summer transition programming to serve 100 students per school to stem summer learning loss among students. Add a summer enrichment program at Tracey Elementary School in summer 2019 to serve 5 through 13-year old students.
6. Launching a capital improvement campaign to renovate the Carver Community Center gymnasium; convert the first-floor storage rooms into a large and inviting space for teens; and then offer this newly refurbished athletic center to the greater Norwalk community.

We have immense gratitude to our many partners and investors for their priceless contributions that helped us in shaping a culture of belonging and membership here at Carver. Carver students know that we *never give up* on them. We are especially grateful for our donors, parents, students, teachers and staff, volunteers, principals, Norwalk Public Schools and Side by Side Charter School administrators, and our program partners for all they do to advance the Carver vision of “Building Lifetime Achievers.”

"A Message from Carver Board President"

We are grateful for the trust and commitment of our students, parents, generous donors and dedicated staff and volunteers. The Carver Foundation of Norwalk exceeded its program and financial goals this past year. During the 2017-2018 fiscal year, we held faith with our founders and fully met our promises to this generation of Carver young people and families. And through it all we honored the legacy of our organization's namesake, George Washington Carver.

We served 1,461 students in our after school and summer learning programs from July 2017 to June 2018. The Northwest Evaluation Association (NWEA) Measures of Academic Progress (MAP) data shows that our after-school students grew above the 50th percentile norm in each grade the assessment was given. In the Program Report and our 2017-2018 Annual Report included in your packet today, you can review many more measures of the significant impact the Carver community is making in the lives of Norwalk's young people.

Financially, it was Carver's best year ever. Our individual and institutional donors are investing generously in the Carver mission. We raised more than \$1 million on the occasion of our 80th anniversary year Child of America gala. By the end of the year, we were able to significantly increase Carver's cash reserves.

In 1938, 80 years ago, the Carver Foundation of Norwalk was founded by a group of concerned and generous citizens. Their purpose was to provide educational, cultural, social and recreational programs to help *Build* underserved youth into *Lifetime Achievers*. I have no doubt that these dedicated volunteers would be immeasurably proud of the impact their enduring vision is having today in the lives of Norwalk students and families, and in the community.

Norwalk Public Schools is at the heart of Carver's success today. It could be said that Carver began its second era in 2008, when we first expanded our after school and summer programming into the public schools. We increased the number of schools carefully through the years as funding permitted and relationships with school principals were developed. Trust and consistent student achievement brought the privilege of having a data sharing agreement with the school district. Together, we are making measured progress in achieving the ambitious goals set forth in both Carver's and the school district's strategic plans aimed at closing the achievement gap in Norwalk.

George Washington Carver had a sincere desire to help southern farmers rebound from the ravages of the Civil War and years of the soil being depleted by the planting of cotton. The story is told that being a man of faith, he prayed that God would reveal to him the secrets of the universe. He told his friends that God replied, "Little man, you're too small to grasp the secrets of the universe. But I will show you the secret of the peanut." His research at the Tuskegee Institute resulted in the creation of more than 300 products from peanuts and more than 100 products from sweet potatoes. After his death in 1943, Congress passed and President Roosevelt signed legislation making his birthplace a national monument, which was a distinction only granted to Washington and Lincoln prior to that time. We too strive to accomplish what we can with the insights, inspiration, resources, and opportunities before us.

In a time when heroes seem to be in short supply, Carver has many heroes to thank this evening. Carver heroes did not unlock the secrets of the universe, but they did change Norwalk. First, Carver students are to be commended for their hard work and commitment to succeeding in life. I offer my sincere thanks to Novelette Peterkin and Richard Whitcomb: Novelette for her extraordinary vision and innovations, and Dick for his trust, financial support and tireless advocacy. Mayor Rilling, Dr. Adamowski, and the school principals are each a hero in their unique ways to Carver and to the youth we serve. There are many more heroes our students will never personally know, including many of our generous donors. Carver is the largest provider of afterschool and summer programs in Norwalk because Carver is a house of heroes.

The Carver Board of Directors is committed to our mission of helping children and youth reach their greatest potential. Given our continued growth, it should be said that Carver is 80 years young, that in time the leaders of Carver will strive to keep faith with Carver's "founders" in 2018. I look forward with excitement and great anticipation to continue answering our call to social justice, our call to give children opportunities – our call for *Building Lifetime Achievers* far beyond the boundaries of Norwalk.

It is with tremendous and sincere gratitude that I say "*thank you*" to our donors and our amazing staff and volunteers. Special thanks too to my fellow board and committee members. To our parents, *thank you* for trusting your precious children in our care.

It is indeed an honor and a privilege to serve as president of the Board of Directors. This is a time for celebration. Gratitude for Carver's growth and for the flourishing seeds planted by those who gave so much of themselves prior us. Let's take a moment to pat ourselves on the back. Eighty years of service and still going strong! Celebrate these blessings with pride because "We Are Carver!"

Sincerely,

Diana Napier
President of the Board of Directors

2018 Governance and Human Resources Committee Report

The Carver Foundation of Norwalk’s Board of Directors brings strategic governance and mission-based leadership to Carver’s efforts to close the achievement gap for disadvantaged youth. Led by diverse and experienced volunteers, the Board invests passion and dedication into the Carver mission that is matched by the respected CEO, Novelette Peterkin, and her staff. Our belief in the power of Carver’s ability to advance the public good and its effort to create positive change in our community is realized each day by the accomplishments of our young people.

The Carver Board’s Human Resource and Governance Committee is pleased with the progress made in recruiting and retaining qualified candidates who work enthusiastically and innovatively to strengthen and provide continuous improvement to the organization. The Carver Board of Directors is organized into very active and productive committees and subcommittees that work and meet between full board meetings.

We thank all our committee members and all of our volunteers for their contribution to our success.

**Proposed Slate of Carver Officers & Directors
2018-2019**

President	Diana Napier
Vice–President	Sandra Faioes
Secretary	Valerie Watson
Treasurer	Jude Earl Alaba
Legal Counsel	Jonathan Whitcomb, Esq.

<p>Board members</p> <p>Kimberly Gaddy Craig Glover Leah Glover Danielle Robinson, PhD Laura Ruhe</p>
--

<p>Board members</p> <p>Oscar Villalonga Richard Whitcomb Friedrich Wilms Wendy Winnick-Baskin Chief Executive Officer Novelette Peterkin</p>

There are no exiting board members

Craig Glover, Governance and Human Resources Committee Chair