



Carver Foundation of Norwalk, Inc. Annual Meeting Wednesday, November 15, 2023



We are “Building Lifetime Achievers”

ANNUAL MEETING AGENDA

November 15, 2023

Call to Order	Phil Butterfield
Welcome	Zuhayer Estime
Program Review	Ryan Russell
Approval of Minutes 2022 Annual Meeting	Valerie Watson
Treasurer’s Report	Mark Ortiz
Committee Reports	Phil Butterfield
Volunteer Recognition	Waid Ramsubhag
Chief Executive Officer Remarks	Novelette Peterkin
President’s Remarks	Phil Butterfield
Governance and Human Resource Committee	Val Watson
Approval 2023-2024 Slate of Officers & Directors	

Adjournment

Thank you for joining us!



A pioneering agricultural scientist and inventor, our namesake, George Washington Carver, revolutionized farming methods in the Jim Crow-era South, advanced agricultural science, and promoted interracial cooperation and understanding through his teachings to both black and white students.

Annual Meeting Minutes

Minutes of the Annual Board of Director's Meeting, November 9, 2022

Phil Butterfield, Board President called the meeting to order at 6:35 p.m.

Board Members Present: Phil Butterfield, Jay Hinton, Robert Pennington, Novelette Peterkin, Kenneth Shuler, Suzanne Small, Valerie Watson, Fred Wilms, and Jonathan Whitcomb.

Special Guest: Stephanie Thomas, incoming Secretary of the State of Connecticut.

Welcome and Presentation: Elijah Vigo, Norwalk High School, Senior YDP student, gave the welcome remarks.

Approval of Minutes - A motion was made and passed to approve the minutes from the Annual Board of Director's Meeting on November 17, 2021. The motion was made by Suzanne Small and second by Jay Hinton.

Treasurer's Report - Novelette Peterkin gave an overview of the Treasurer's report that was presented. She is thankful and grateful to the donors for continuing to support the organization. She also praised her team for their hard work and dedication in maintaining a strong financial position for the fiscal year. We are humbled by the generous support we received for our children and their families. The motion was made by Suzanne Small and second by Kenneth Shuler.

Committee Report: Kenneth Shuler, Fundraising Committee Chair, gave an overview of the 2022 committee report, the Fundraising and Marketing reports.

Program Committee Report: Robert Pennington - Program Committee Chair, gave an overview of the 2022 program committee report.

Volunteer Recognition: Waid Ramsbhag, Manager for Education, presented the 2022-Student Volunteer award of the year to Chris Du, student at Darien High School and a volunteer of BEHASSTic.

Chief Executive Officer Message: Novelette Peterkin delivered her eloquent message that highlighted the accomplishment of the organization. She thanked the donors, board members and her staff for their hard work and dedication over this year.

President's Remarks: Phil Butterfield delivered his remarks and stated that he is overly optimistic about the Carver and appreciates where we are and where we are going.

Nominating Committee Report: Novelette Peterkin recognized outgoing board members Fred Wilms, Kimberly Gaddy and Oscar Villalonga for their services on the Carver Board and for all that they have contributed over the years.

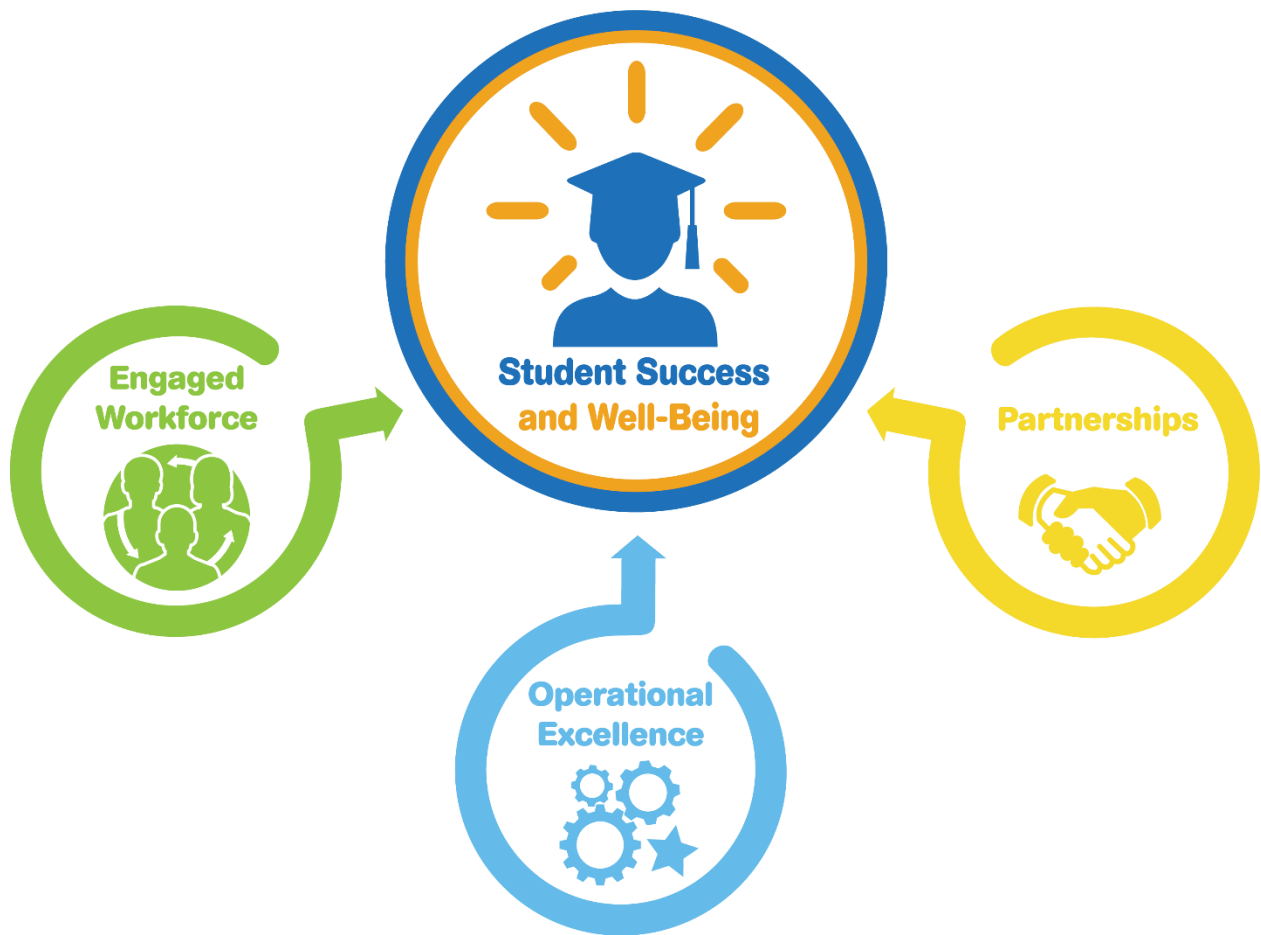
Valerie Watson presented the **slate of officers and board members for 2022-2023** and made a motion to accept the slate of officers as presented, Suzanne Small second the motion.

Charles Burns, President Emeritus, gave his remarks and thanked Novelette, the board, and staff for all their hard work and dedication to the Carver over the years.

Phil Butterfield adjourned the meeting at 7:20 p.m.

Respectfully submitted,

Valerie Watson
Board Secretary



2023 Treasurer's Report

Introduction

Carver's unwavering dedication to its mission yielded yet another year of skillful financial performance. The 2022-2023 Fiscal Year culminated with a total revenue of \$8.75MM, marking a slight increase from the previous year. While our expenses were \$9.9MM (explained below), our strong liquidity position enabled Carver to close the fiscal year with \$2MM in cash and Treasuries, underscoring our adherence to responsible financial management.

Our commitment to targeted initiatives and capital improvements is evident in the allocation of \$805K in Restricted Cash for capital improvements and \$999K in Board-restricted cash, with a specific allocation of \$65.9K for the Technology Center at The Carver Community Center. Notably, Carver's Total Assets closed the fiscal year at \$5.2MM.

Carver again achieved the highest possible annual ratings from Better Business Bureau, Charity Navigator, and GuideStar. This exceptional recognition serves as a testament to our steadfast dedication to transparency, accountability, and to the efficient and responsible stewardship of donor funds. Our steadfast commitment to realizing our charitable objectives fosters trust among our donors as well as the nation's top rating agencies, ensuring that contributions are utilized effectively to drive meaningful and lasting impact that transforms young lives.

Financial Results

The 2022-2023 fiscal year concluded with revenue of \$8.75MM, the highest in Carver's history, surpassing last year's revenue of \$8.62M. This growth reflects the dedication of our donors as well as success diversifying funding sources. However, expenses for the same period were \$9.9MM, indicating a significant 28% increase from the previous fiscal year and a marginal 2% overrun of the FY2022-2023 budget. Carver's Cash Reserve for FY2022-2023 stood at \$999K, indicating a decrease from the \$1.6MM reported in FY22. Looking ahead, Carver's FY2023-2024 budget stands at \$10.36MM, reflecting a 7% increase from the FY2022-2023 operating budget, in line with our continuous expansion of programs.

Funding The Mission

The increase in expenses resulted in a deficit for the year, driven by the escalating demand for financial aid, student discounts, and service fees necessitated by a growing number of financially distressed children and families. Many of these beneficiaries were not eligible for local and state financial assistance programs. Carver's unwavering commitment to supporting vulnerable families underlines our pivotal role in the community, fostering inclusivity and providing essential resources to those most in need.

Carver's service impact was profound, with 2,889 unique (unduplicated) students benefiting from our programs in FY 2022-2023, and 70% of these being elementary students. Operating over 50 before- and after-school and summer programs across all schools in the Norwalk Public Schools (NPS) district, Carver served 53% of all 5th graders attending NPS elementary schools and 20% of all NPS students qualifying for Free & Reduced Lunch. As a frontline partner to NPS, Carver actively contributes to resolving the district's multifaceted challenges with expertise, empathy, and dedication.

The utilization of Carver Reserve Funds to cover the fiscal year shortfall signifies the altruistic ethos that defines our organization. This decision by our Board of Directors reflects Carver's unwavering commitment to its mission.

Despite the choice to prioritize the support of our most vulnerable children, we remain confident in our ability to replenish the Reserve Fund in FY 2023-2024, thanks to the generosity of the Carver donor community and the confidence Carver donors have in Carver's effectiveness.

Accounting Principles and Standards

10 PRINCIPLES OF GAAP

Principle of Regularity

Principle of Consistency

Principle of Sincerity

Principle of Permanence of Methods

Principle of Non-Compensation

Principle of Prudence

Principle of Continuity

Principle of Periodicity

Principle of Materiality

Principle of Utmost Good Faith

Carver upholds the highest financial standards, adhering to the universally recognized U.S. generally accepted accounting principles (GAAP). Our robust accounting practices are regularly shared with the Board of Directors and are transparently reflected in our comprehensive annual audits. Carver's ongoing FY2022-2023 financial audit and Single Audit commenced in mid-September and are projected to conclude by mid-November.

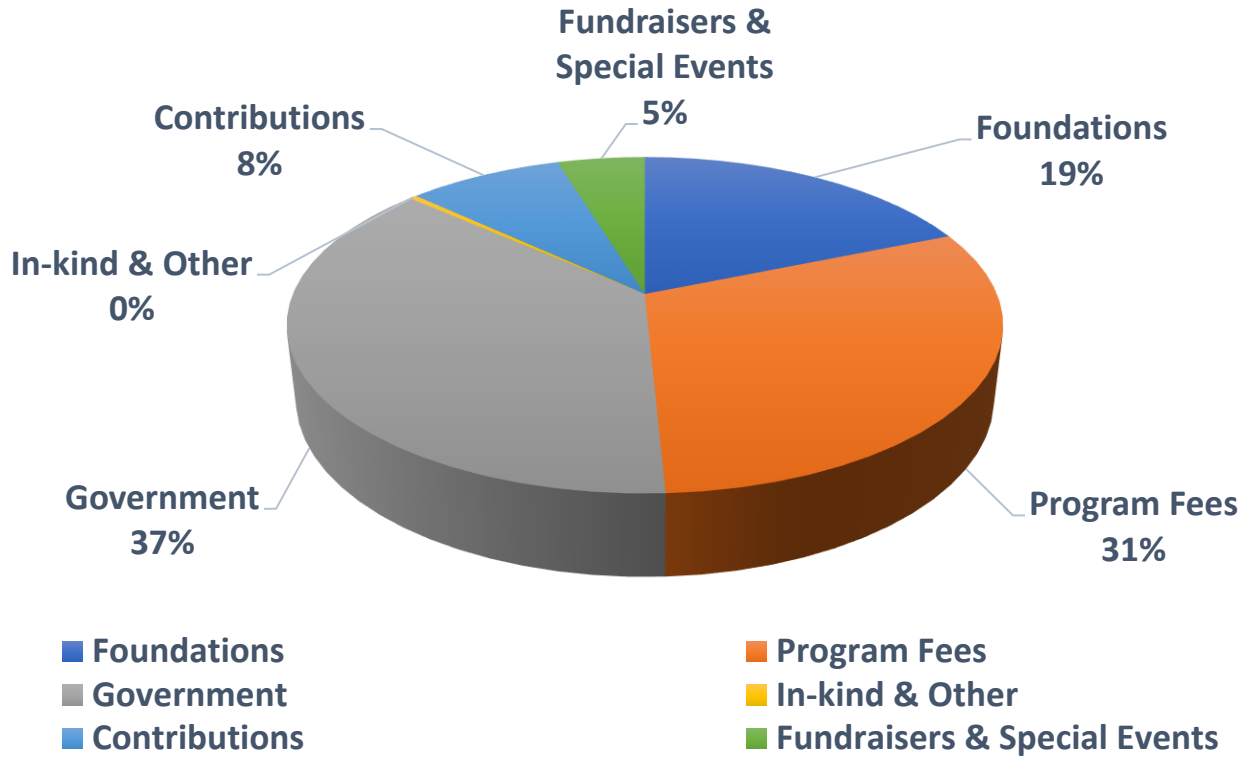
A Single Audit covers all federal funds received by Carver to verify that Carver is complying with the rules, regulations, and requirements of the federal programs it participates in and that federal funds are being used appropriately. Carver's auditor tests internal controls and conducts audit procedures to determine if Carver complies with all federal program requirements.

To ensure financial integrity, Carver maintains stringent systems and controls, ensuring compliance with the highest ethical standards, all relevant laws, regulations, and funder requirements. Monthly financial statements and reports are meticulously generated, analyzing all expenditures and revenues, and are routinely presented to the Board for rigorous scrutiny and review.

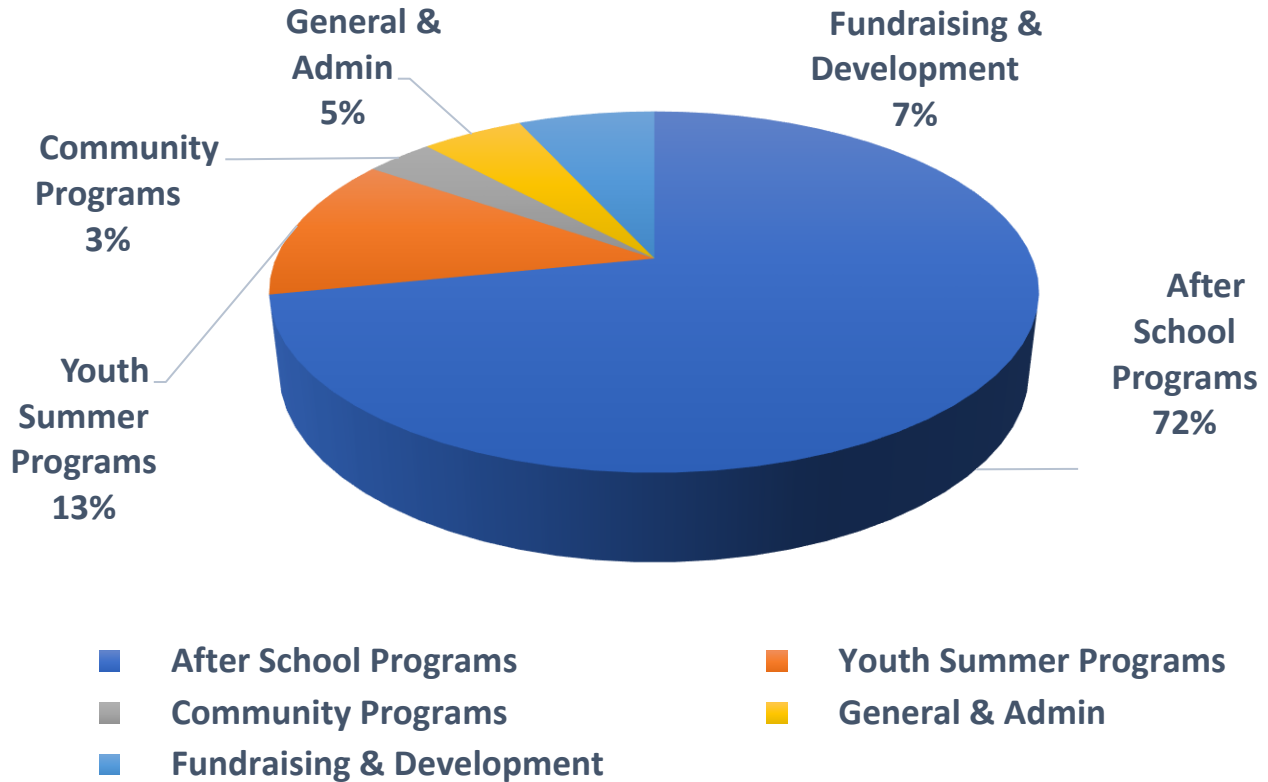
As we continue our 85-year legacy of empowering youth and strengthening community, we remain steadfast in our commitment to financial responsibility and transparency, safeguarding the trust and confidence of our donors and the community at large.

Mark Ortiz – Treasurer

2022-2023 Audited Revenues \$8,756,689



2022-2023 Audited Expenses \$9,889,378



2023 Fundraising and Marketing Committee Report

The fiscal year 2022-2023 presented both challenges and opportunities for Carver as we navigated the aftermath of the pandemic, a volatile economy, and donor fatigue. Unfortunately, the total revenue for the year fell short of the budget, resulting in a significant deficit. The missed fundraising goals, primarily in grants to support discounts and financial aid to families, contributed to this shortfall.

By highlighting student success stories and programs that resonate with donors, we will continue to seek large grants and gifts from individuals for long-term sustainability. The Carver Board and staff remain dedicated to overcoming fundraising challenges through proactive measures, while continuously upholding our mission and commitment to our students, families, partners, and the community. We are confident Carver will achieve greater financial stability and have an even greater impact going forward.

Immediate Actions

- Negotiating with NPS and the City of Norwalk for new and/or increased funding to support our discounts and financial aid to families.
- Expanding the Development Committee with board and highly skilled non-board volunteers.
- Anticipating improvements in Gala, Golf, Connections, and new special events with the support of engaged Development Committee leaders.
- Utilizing new software tools and other assets to identify and secure more donor investments.

Goals for FY 2023-2024

- Increased diversification of funding sources.
- Replenish Carver's Reserve Fund.
- Seek new corporate sponsorships and community partnerships.
- Explore new fundraising events to enhance revenue streams.
- Investigate foundation grant opportunities beyond Lower Fairfield County.
- Pursue new support for the Carver Community Center capital campaign.
- Identify specific projects resonating with potential donors for infrastructure, technology, and scholarship funds.
- Increase public awareness through a comprehensive marketing campaign in part led by the pro bono Oracle marketing team.
- Return to Connections Parties in Norwalk and surrounding towns to raise visibility and attract new donors.
- Seek more opportunities to present Carver's mission to a variety of community service and giving groups.

Carver will continue to focus on building genuine relationships with donors, communicating impact effectively, diversifying funding sources, and utilizing data to set strategy to maximize our fundraising success.

Brooke Sorensen – Fundraising Committee Chair

2023 Program Committee Report

Introduction

The COVID-19 pandemic created unprecedented learning loss and adversity for K-12 students across the country. Supporting the academic, social-emotional, and enrichment needs of students is more vital than ever. Carver is uniquely equipped to address these needs through diverse, integrated before-school, after-school, and summer programming. Aligned with school curricula and led by certified teachers within schools, Carver reinforces classroom learning while also providing recreational, wellness, and cultural activities.

With a focus on empowering students facing financial hardship, language barriers, and other challenges, Carver helps equip nearly 3,000 K-12 students annually for on-time grade promotion and future success. Integrated programming, enrichment opportunities, and commitment to understanding each child work together to help students thrive despite the setbacks of recent years. Carver is well-prepared to collaborate with schools and families to support the whole child.

2022-2023 School Year Demographic Highlights

Carver served a total of 2,889 K-12 (unduplicated) students in more than 50 before-and after-school and summer programs in fiscal year 2022-2023. Operating in all Norwalk public schools, Side by Side Charter School, and the Classical Studies Magnet Academy in Bridgeport, Carver students were 54% Hispanic; 20% Black; 19% White; 4% Multiracial; and 3% Asian. Elementary students represent our largest group (1,546 students or 70%), Middle School students represent our second largest group (493 or 22%), and High School with 159 students or 7%.

- One in five Norwalk Public School (NPS) students are Carver students.
- One in five Free/Reduced Lunch NPS students are Carver students.
- Carver's Grade 5 students make up 53% of all Grade 5 students in the district.
- 52% of Carver students qualify for Free/Reduced Lunch Status (FRL).
- 63% of Carver students are High Needs (Free/Reduced Lunch, receiving Special Education services, and/or Multilingual Learners).
- Gender: 49.45% Male, 50.50% Female, 0.05% Non-binary.
- More Carver students (37%) live in 06854 zip code than any other zip code.

College & Career

Last April, the 51st Spring College Tour was the largest ever with 20 boys, 15 girls, and seven chaperones, including, as always, Novelette Peterkin leading the tour. Students toured colleges and universities in North Carolina and South Carolina.

This past June, 100% of our seniors graduated high school on time. We awarded \$140,000 to 45 graduating seniors and continuing college students. In the image below, Doulsina Sandoval, a recent Carver alumna and scholarship recipient, is pursuing her nursing degree at Salve Regina University in Rhode Island.

Serenbetz Scholarship recipients are attending Norwalk Community College (4), Barry University, Iona University, Salem State University, Bowie State University, Sacred Heart University. Additionally, Athena Scholarship recipients are attending Eastern Connecticut State University, UCONN (2), and Howard



University. The Boudouin Scholarship recipient is attending Salve Regina University. DeAndre Parks Scholarship recipients are attending New York University and Penn State University. The Darien Rotary Scholarship recipient is attending Central Connecticut State University. The Joe Scott 111 Scholarship recipient is attending Johnson and Wales University. Whitcomb Scholarship recipients are attending UCONN (3), University of New Haven, Sacred Heart

University, Harvard University, and Howard University. Richard Fuller Scholarship recipients are attending Norwalk Community College (7), UCONN (5), Stonehill College, Syracuse University, Western Connecticut State, Rhode Island School of Design, Michigan State University, University of North Carolina, and College of Mount St. Vincent, and University of New Haven.

Program Expansion

Carver continues to expand programming by invitation from school districts to support students facing challenges and to prepare them for key educational transitions. A prime example was the new After the Bell (ATB) Program at Naramake Elementary School, giving students access to a high-quality program led by their daytime teachers. Carver now operates ATB programs in every NPS elementary school.

In the current 2023-2024 school year, Carver expanded with new after-school programs at Stamford High School and Naugatuck High School. We partner closely with school districts to understand their pain points and design innovative solutions. The value Carver provides is clear, as we help school systems propel student success during pivotal transition years. Our expansion enables more students to benefit from integrated academic preparation and enrichment as they progress through each stage of their education.

Removing Barriers to Participation

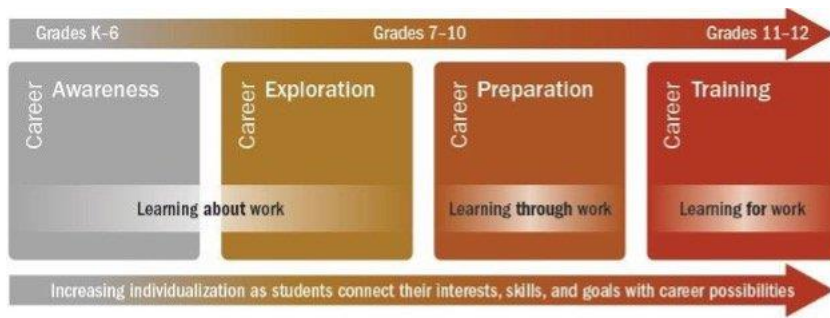
Central to Carver's growth is eliminating participation barriers for high need students. As noted in the Treasurer's Report, the demand for subsidies across all K-12 programs was and remains exceptionally high and urgent, leading Carver to provide substantial program fee discounts last year totaling \$738,553 and an additional \$129,585 in financial aid. These expenses were covered by utilizing Carver's reserve fund to ensure that financially distressed families were not turned away. Carver recognizes the pressing financial needs faced by our families and is committed to addressing them in this 2023-2024 fiscal year.

Carver Programs

Workforce Development

Carver's K-12 workforce development initiatives align with and expand upon career readiness efforts within schools. Through academic support, career guidance, developing employability skills, and providing

work-based learning, including full-time Future Readiness Coordinators dedicated to supporting our high school students and paid internships for 11th and 12th graders, our programs help students explore careers and build foundational skills starting in elementary school.



Key focus areas include healthcare, IT, business services, and manufacturing. Programming connects students with workplace experiences and professionals to see careers in action. Hands-on, project-based learning, paired with events like career fairs and paid internships, allows students to gain exposure to various fields.

To strengthen career pathways, we collaborate with stakeholders across education, employers, and workforce agencies. Ultimately, our goal is equal access to robust career exploration for all students. We aim to improve how students learn and how the community provides learning opportunities. With an interdisciplinary approach, we strive to empower learners by connecting classroom lessons to the real world. When education is engaging and relevant, students are more motivated to work hard and expand their dreams.

Summer Programs

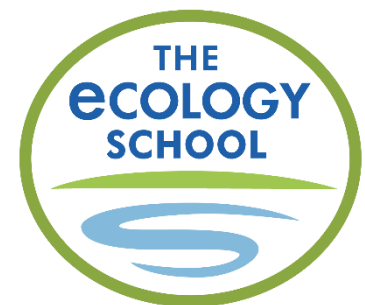
Carver offers 12 enriching summer programs that engage K-9 students while addressing learning loss and preparing students for the upcoming school year. Offerings include affordable options like summer enrichment programs at the Carver Community Center, the new SONO School, and Naramake Elementary School featuring field trips, recreational activities, and project-based learning.

To aid key school transitions, our summer literacy program facilitated by certified teachers provides personalized reading and math support.



For incoming middle schoolers, our four 6th grade transition programs are held at the four NPS middle schools. Students get accustomed to the buildings and teachers before starting classes in the fall. Similarly, the three 9th grade transition programs acquaint rising freshmen with NHS high school academics, graduation requirements, transcripts, and career planning.

A unique summer opportunity is our partnership with The Ecology School sleepaway camp in Maine for rising 6th graders. This weeklong experience allows students to explore nature while building relationships and skills. Each year, a new 6th grade class attends while each of the previous cohorts of students return until they graduate middle school.



Carver Community Center

The Carver Community Center serves as a vital hub for youth, families, and the broader Norwalk community. Founded in 1975 and centrally located near downtown, the center houses Carver's administrative offices and accommodates our year-round academic and enrichment programming. *The image to the right depicts planned renovations.*



For youth, the community center facilitates events like STEAM

Expos, career fairs, scholarship ceremonies, and holiday celebrations. Our popular Breakfast with Champions connects students with professionals, and recreational programs offer families communal activities from apple picking to attending pro basketball games. Sports leagues like our boys' and girls' basketball teams build skills and relationships through friendly competition. For over 45 years, the Carver Community Center has served as a hub for community building, youth empowerment, and increasing access to resources. It enriches Norwalk each day by bringing diverse groups together under one roof.

Addressing Learning Loss

The COVID-19 pandemic created unprecedented learning loss and adversity for students nationwide. Recent data shows these impacts persist, with students on average five months behind in math and four months behind in reading. Learning gaps are even more severe for disadvantaged students. Carver addresses pandemic learning loss through diverse before-school, after-school, and summer programming. Aligned with school curricula and facilitated by certified teachers, our programs reinforce classroom lessons while also providing personalized support. Leveraging small group instruction and tailored activities, we meet students at their level and help them master foundational skills. Our integrated enrichment opportunities also allow students to rediscover their love of learning through creative projects, wellness, and exploration. By supporting academics and the whole child, Carver empowers students to recover from setbacks and excel. In the wake of COVID-19, our programs are more vital than ever in closing opportunity gaps and nurturing students from all backgrounds ensuring all students rebound stronger.

Conclusion

The 2022-2023 school year reinforced Carver's vital role in supporting K-12 students through diverse before-school, after-school, summer, and community programming. By extending the school day and year with certified teachers, we provided continuity for students while enriching education through academics, recreation, and exploration. Despite the persisting challenges of the pandemic, our integrated approach allowed students to recover learning loss and thrive. As Carver expands to serve more students in more communities, our commitment remains the same - to nurture the whole child and unlock each student's full potential. Through collaboration, innovation, and addressing individual needs, we will continue helping students succeed in school and life. Our progress this year, and the resilience of our students, inspires us all as we work together to build a brighter future.

Rob Pennington – Program Committee Chair

Chief Executive Officer's Message

Dear Friends,

It brings me tremendous joy to share with you the progress and impact of The Carver over this past year. Our dedicated staff and volunteers remained steadfast in our mission to empower our most vulnerable students to thrive academically, socially, and emotionally. We share a vision for transforming challenges through trust and opportunity.

One in five Norwalk Public School students is a Carver student. Carver's Grade 5 students make up more than half of all NPS Grade 5 students. More than half of our students come from financially distressed backgrounds. Yet with our integrated programming - combining academics, enrichment, and social-emotional development - these students gain the tools and support they need to promote to the next grade on time and to realize their full potential.

Our close collaboration with school districts, especially Norwalk Public Schools, allows us to align programming with school curricula and provide on-site certified teachers and outside expert providers for academic and enrichment support. This reinforces classroom learning while also exposing students to project-based, hands-on STEAM enrichment and wellness activities, and cultural experiences that nurture the whole child.

At Carver, we recognize that career readiness begins early. Our K-12 workforce development initiatives align with and build upon the career exploration already happening in Norwalk classrooms. Through academic support, employability training, job shadowing, and work-based learning, Carver helps students gain career awareness starting in elementary school and continuing through high school.

Our initiatives include embedding full-time Future Readiness Coordinators at Norwalk high schools to provide one-on-one career and college counseling. We also offer paid internships, resume workshops, interview preparation, and other skills to make students workforce ready. As a result, 100% of Carver seniors graduated on time last year, with nearly all matriculating directly into college as first-generation college students. We awarded \$140,000 in scholarships to 45 graduating seniors and continuing collegians.

As we look ahead, I am confident that Carver is uniquely equipped to expand our impact, empowering more students to thrive despite socioeconomic, language, or other barriers. Our committed team will continue to meet students where they are, understand their needs, and walk beside them on their individual paths to success.

It is an honor to lead this organization and see our students flourish as they move on to high school, college, and careers. Our approach has earned Carver the highest ratings from charity monitoring organizations, underscoring our commitment to transparency, accountability, and responsible stewardship. Most importantly, we empower students from all backgrounds to envision bright futures and develop the skills to achieve them. Together with our partners, we are building a new generation of lifetime achievers in Norwalk, Bridgeport, and beginning in this school year in Stamford and Naugatuck.

I am deeply grateful to our students, families, Board of Directors, staff, donors, volunteers, and partners for making this work possible. Together, we are helping to transform lives, communities, and school districts, one child at a time.

Novelette Peterkin – Chief Executive Officer



A Message from Carver's Board President

Dear friends,

The Carver remains a trusted and essential partner to school districts, students, and families. Our expansion of financial aid, discounts, and fee waivers reflects our commitment to inclusivity by removing barriers and providing essential resources.

At the core of Carver's reputation is our dedicated staff, led by CEO Novelette Peterkin. Their passion for empowering vulnerable students drives our ability to collaborate with partners on solutions. For example, when South Norwalk Neighborhood School opened, Carver immediately provided critical before- and after-school programming to support its students. This is just one of the more than 50 Carver programs operating in all Norwalk Public Schools, Side by Side Charter School, the Classical Studies Magnet Academy in Bridgeport, and this year Stamford High School and Naugatuck High School.

Carver is also gaining recognition beyond Norwalk. This past Saturday, we were named a beneficiary of the National Havoc Robot League World Championships for our STEM education leadership. Our CEO was recently invited to an education equity summit at FactSet hosted by Fairfield County's Community Foundation's Business Collaborative for Education Equity to share insights. Our students recently visited the State Capitol to connect with leaders thanks to Carver alumni and State Rep. Kadeem Roberts hosting that trip.

The Connecticut Conference of Municipalities recently hosted the first of five regional roundtables at the Carver Community Center calling attention to a new report commissioned by Dalio Education and compiled by the Boston Consulting Group titled *Connecticut's Unspoken Crisis: Getting Young People Back on Track*. The panel of leaders, including Carver CEO Novelette Peterkin and Mayor Harry Rilling, discussed how the state can best address the report's findings that nearly 63,000 young people aged 14-26 in Connecticut have dropped out of high school, graduated but are not working, or are at risk of not graduating.

These are just a few highlights in recent days and weeks among countless stories over the last year demonstrating that Carver is fulfilling our mission and continues to earn trust. Our alumni stories and community partnerships can give us all great pride in the progress we've made. Despite the challenges, Carver has a solid present and a brighter future ahead.

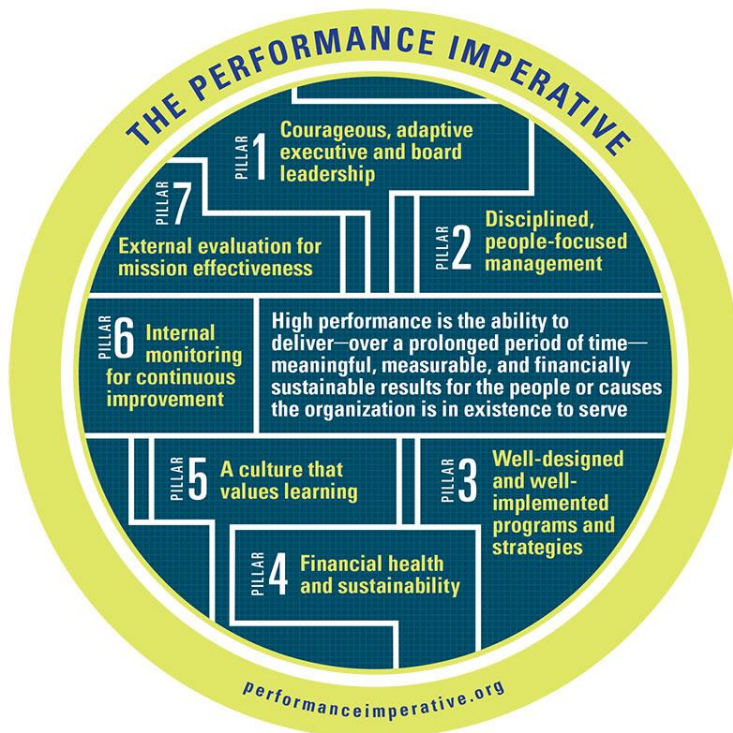
I want to thank our board of directors, dedicated staff, volunteers, partners, and donors for your role in transforming lives. Together, we are building a more just and inclusive community where all students can thrive.

Phil Butterfield – Board President

Governance and Human Resources Committee Report

The Carver had an exemplary 2022-2023 fiscal year for observing governance best practices and fostering a diverse, equitable and inclusive workplace culture. During a time of organizational growth and expansion in programs and staffing (25 schools and the Carver Community Center), there was minimal turnover as The Carver focused on retaining its talent through competitive compensation, robust benefits, and policies promoting work-life balance.

The Board remained diligent in adhering the organization's five-year strategic plan and fulfilling fiduciary responsibilities and strategic oversight of the organization. All board committees, including the Human Resources and Governance Committee, met regularly, and fulfilled assigned duties. The board composition itself reflects diversity in expertise, backgrounds and demographics that align with The Carver's mission and values. Management maintained internal controls, legal/regulatory compliance, regular financial reporting, and made public on The Carver's website performance and demographic dashboards. The Carver upheld the highest standards for ethics, conflicts of interest, privacy, and safety.



The Carver's commitment to transparency, accountability, and data-driven decisions resulted in The Carver maintaining the highest annual rating from the Better Business Bureau. In the process of changing the name of the organization to The Carver, the organizational bylaws and other organizational documents were updated with federal and state government agencies. Timely audits, tax filings, and reporting to regulators was fulfilled. Day-to-day, The Carver adhered to laws/regulations, maintained insurance, properly categorized and protected donor information, and safeguarded assets. HR policies and procedures met Equal Employment Opportunity standards. Ongoing monitoring of risks, metrics and processes allows for continuous quality improvement. The Carver is a reliable charity worthy of public trust.

The Carver nurtures a culture of inclusion where its 23 full-time and 486 part-time staff feel welcomed, supported, and heard. Regular feedback shows excellent employee satisfaction and perceptions of fairness. The organization made meaningful progress in goals for equitable representation at all levels. Ongoing training and education help ensure cultural competence and mitigate unconscious biases.

In summary, through conscientious governance and human resources practices, The Carver continues to be an employer-of-choice making positive community impacts. We are proud of this progress and strive for continuous improvement. We thank our committee members and all our volunteers for their contribution and investment in our success, expertise, and for their passion to advance The Carver mission.

Proposed Slate of Carver Officers & Directors 2023-2024

President	Phil Butterfield
Secretary	Valerie Watson
Treasurer	Mark Ortiz
Legal Counsel	Jonathan Whitcomb, Esq.

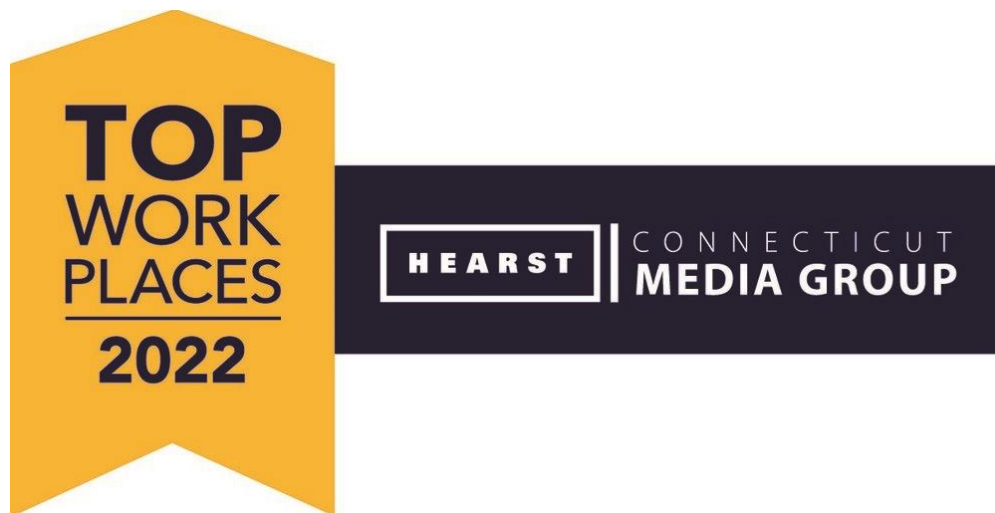
Board members

Jay Hinton
Inwha Huh
Diaghilev Lubin Farnell
Robert Pennington
Drew Seath
Kenneth Shuler
Brooke Sorensen

Board members

Chief Executive Officer
Novelette Peterkin
Immediate Past President –
Diana Napier (ex officio)
President Emeritus
Charles Burns

- Exiting board member – Suzanne Small



Val Watson - Governance and Human Resources Committee Chair



Carver's mission is to equip all learners for global competitiveness by leading strategic partnerships with schools and communities that advance excellence and growth opportunities.

2,889 **K-12 STUDENTS**

**50+ BEFORE & AFTER SCHOOL
& SUMMER PROGRAMS**



509 **STAFF**

23 FULL-TIME & 486 PART-TIME

Carver programming aligns with but does not duplicate in-school curricula, takes place within the student's respective schools, and is led by each school's daytime certified teachers.

25 **SCHOOLS**

In addition to the Carver Community Center, Carver serves K-12 students in all 21 Norwalk Public Schools, Norwalk's Side By Side Charter School, Bridgeport's Classical Studies Magnet Academy, Naugatuck High School, and Stamford High School. Our students also experience adventures at The Ecology School in Maine each summer.

100% **GRADUATE ON TIME**

Since 2005, 100% of Carver seniors have graduated on time, and almost all have become first-generation college students. Programming includes K-12 workforce development, college tours, and college scholarships. Students receive tutoring support in areas of need. We emphasize literacy and project-based, hands-on STEAM enrichment education for all students.

ACCOUNTABILITY



THE-CARVER.ORG

