



2017 Annual Report

THE Reading Team
LITERACY FOR LIFE

Photo by marguerite.se

**The Reading Team
helps young children
at high risk of reading
failure to be strong
readers, writers,
listeners, and speakers.
We do this by engaging
them in a wide range
of literacy-nurturing
lessons and activities
so they can succeed
in school and in life.**

Message from the Executive Director



I am honored to lead this unique life-altering organization.

Since 2001, the Reading Team has helped more than 8,000 youngsters achieve substantial and lasting academic success. Today, more than 800 students a year, from pre-K through eighth grade, attend our literacy programs in Harlem.

I am proud to advance the mission of the Reading Team, articulated so well by our founder, Maureen Rover, who believes that literacy is a fundamental right. She knew that when children are unable to read at grade level, they struggle in school and in life.

As a resident of Harlem for 15 years, I am passionate about helping vulnerable children. Working with our Board of Directors, I hope to grow our services and identify new priorities. I will advocate to ensure that our children receive every academic and life opportunity to succeed. I look forward to collaborating with you in building a strong and bright future for our community.

Last year, the Reading Team introduced two new programs: Bridge and Math Literacy. You can read about them, our other programs, and our children's developmental gains in this report.

Our boundless thanks to Maureen for giving us the Reading Team and guiding its success these past 16 years. We are deeply grateful for her leadership. Her legacy will forever be ingrained in the organization and in the hearts and souls of the children.



Petrushka Bazin Larsen

A Community Asset

With its flagship site housed in Theresa Towers at West 125th Street and Adam Clayton Powell Jr. Boulevard, the Reading Team, literally, is a central asset of Harlem. This locale and its immediate radius are known as Central Harlem, the Polestar of this community.

The Reading Team serves the whole community, north, south, east, and west. The 800 children, aged 4-14, who take part in our early literacy programs each year come from five day care and Head Start programs and 18 charter, parochial, private, and public schools in Harlem.

They are the direct beneficiaries of our programs, which substantially improve their educational and life outcomes. Parents gain, as well, through our conferences and advisory sessions that give them tools and techniques for supporting their children's development.

Our free Book Distribution Program is highly regarded. Children can select up to 20 books a year to take home and keep, creating a bridge between classroom and independent learning.

In addition to literacy, we address cognitive, social-emotional, numeracy, and motor skills. Critical thinking, problem-solving, self-expression, and awareness of the world are priorities. This approach kindles confidence, curiosity, and a sense of empowerment in children that enable them to see themselves as capable learners.

We spread the word about the importance of literacy and share resources in myriad ways, including public presentations, one-on-one meetings with educators and civic leaders, workshops with local supporters, and tutorials for teachers in day care centers and schools. We offer volunteer opportunities for budding teachers or anyone who wants to help.

The community's praise for our work validates its impact. Thanks to local families, educational partners, financial supporters, our engaged board of directors, and our top-notch educational staff, the Reading Team is changing the life trajectories of Harlem's most valuable asset—its children.

"Each student who attended the After-School Program at the Reading Team made significant growth in reading as compared to their classroom peers that did not. The Reading Team is a great partner."

Alexis Thomason
Principal, Storefront Academy, Harlem



Photo by marguerite.se

Literacy Mentors

It is well known that participation in the Reading Team's early literacy programs is transformative for children. Less known is how life-changing it is for our teachers.

We call our teachers Literacy Mentors to denote how rigorously focused they are on literacy and child-centric interactions. Our Literacy Mentors are either graduate students in education or new teachers whom we hire and train to implement our unique instructional model. They are at the center of our success, and we could not conduct our programs without their energy, skill, and dedication.

While our children learn and grow, so do our Literacy Mentors. Given the challenges Reading Team children face, Literacy Mentors develop a particular calmness, empathy, and patience. They also learn about differentiated pedagogy modalities. In fact, in their first year with us, they receive more than 50 hours of professional development and over 30 hours per year thereafter.

They eventually leave us, prepared either for their first full-time teaching job or to return to a full-time position. We understand. The best teachers broaden their skills, expand their knowledge, and accept new challenges by taking on diverse assignments. We do not want them to leave, but we want to make sure they can succeed when they do.

The Reading Team has become a pipeline to a long-term career in education for both budding and seasoned teachers. When they spend a few years with us, they become highly-valued in the education market, secure the jobs they seek, and become exemplary educators.



"The Reading Team prepared me for my current teaching position because it provided hands-on experience with first-grade students. I learned to prepare instruction customized to various learners, which I have been able to use not only to enhance literacy, but math as well."

Monique Modeste, Teacher, First Grade,
P.S. 298 Dr. Betty Shabazz School

A Year Marked by Achievements

In 2016-17, children who were new to the Reading Team gained more than 55 percentiles in reading ability—equivalent to gaining two grade levels in reading ability. Children who participated in the program previously maintained and added to their gains.

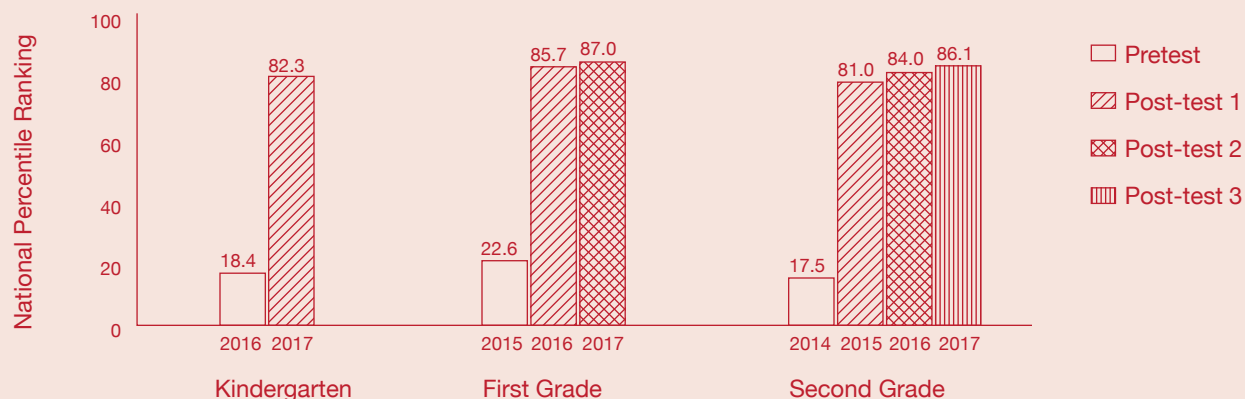
Our older children attained a critical goal. While only 28.9 percent of children in Harlem and just 40.6 percent citywide passed the New York State English Language Arts Exam,* 81.3 percent of Reading Team children in Grades 3-5 passed this exam.

All of our children made measurable and meaningful progress in reading ability. They demonstrated improvements across the full array of literacy skills and concepts—from oral language, phonemic awareness, and comprehension to grammar, analytical reading, and expository writing.

**The NYS ELA is a test given annually to public school students in Grades 3-8 statewide. It assesses how well children have mastered important skills in reading, writing, and listening based on the Common Core Learning Standards.*

READING TEAM AFTER-SCHOOL PROGRAM IMPACT 2014-2017 GRADES K-2

Children typically enter our After-School Program in kindergarten and can return each year through 5th grade. We administer the Test of Early Reading Ability – 3rd Edition (TERA-3) to the children on program entry in kindergarten and each June thereafter through 2nd grade. The graph below depicts our 3rd through 5th graders' national percentile ranking as measured by the TERA-3, from their pre-test in kindergarten through their successive post-tests through 2nd grade.



KEY DEVELOPMENTS

- Year-to-year enrollment in our After-School Program at PS 36 increased significantly, from 70 to 96 children. We added 10 additional minutes to the schedule of our After-School Program at PS 36 for homework assistance.
- Our Bridge Program debuted. Delivered on Saturday afternoons, it equips students in Grades 6-8 for entry into an academically rigorous college prep program when they reach ninth grade.
- We launched a math-enrichment module for kindergartners in our After-School Program at our main site. It was taught by 18 graduate and post-graduate math and science volunteers from Columbia University.
- The Reading Team hired its first Executive Director, Petrushka Bazin Larsen. Ms. Bazin Larsen officially assumed the post on May 1, 2017.

CORE PROGRAMS

The hallmark of the Reading Team is early intervention—before a lack of success in school dampens children’s inherent enthusiasm for learning.

Our goal is to enable our children to master the critical thinking, problem solving, and communications skills needed to succeed as they go from kindergarten through high school and to improve their college and career readiness.

We accomplish this by attending to the literacy development of every child we serve with focused instruction and nurturing attention that foster academic skills and behaviors and support success.

In 2016-17, the Reading Team served more than 800 children, aged 4 to 14, in our four core programs in our two Harlem locations.

Preschool Program

Serves four-and five-year-old children from six day care centers and Head Start programs at our main site.

School-Day Program at PS 36

Serves the school’s full population of four- to seven-year-old children.

After-School Program

Serves children in Grades K-5 from 17 elementary schools at our main site and Grades K-5 at PS 36.

Bridge Program

Equips Reading Team alumni in Grades 6-8 for entrance into an academically rigorous college prep program in ninth grade.

READING TEAM AFTER-SCHOOL PROGRAM IMPACT 2017: GRADES 3-5

In Grades 3-5, Reading Team children take the New York State English Language Arts Exam. The graph depicts our 3rd through 5th graders’ pass rate on this exam compared to the pass rates of students City- and State-wide.

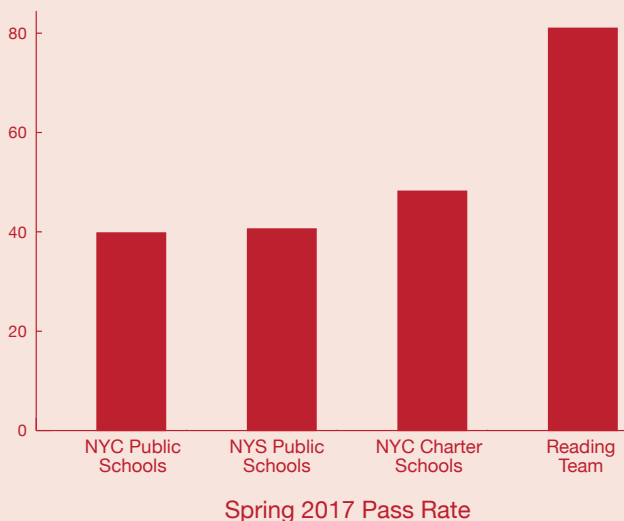




Photo by marguerite.se

We devote far more time to literacy instruction than similar programs—up to 540 hours a year—making reading, writing, problem solving, and self-expression fun for and valued by our children. Our Literary Mentors are either graduate students in education or former full-time educators whom we hire, pay, and train to implement our proven instructional model.

Reading Team Instructional Staff

LITERACY MENTORS - MAIN SITE

Margaret Banier
Program Director

Elizabeth Miller-Mosher
and Zainab Sillah*
Kindergarten

Vanessa Maldonado
and Fatoumata Drammeh*
Grade 1

Nia Hyatt
Grade 2

Andrea Exeter
Grade 3

Uthman Olowa
Grades 4 and 5

Gloria Gutkin*
Reading Specialist

Jehiel Winters
Computer Lab Monitor

LITERACY MENTORS - PS 36

Shanny Herrera
Site Director

Debra Copeland Russell
Kindergarten

Jasmine Anscombe
and Nahomy Gonzalez
Grade 1

Matthew Reagans*
and Adrienne Payne*
Grade 2

Naomi Jupiter*
and Mary Escalante
Grade 3

Myra Carter
Grades 4 and 5

Lincoln Bovell
Computer Lab Monitor

**After-School Program only*

"Working at The Reading Team helped me learn how to involve young students in literature. Meeting for more than two hours each day in a small group, my students were able to take their time with MacBeth, working through the complex language to discover a compelling plot and relatable characters."

Aaron, Teacher, Eighth Grade Writing, Brooklyn Urban Garden Charter School (BUGS)

Our Supporters

The Reading Team thanks the foundations, corporations, and individuals who support our work. Their generosity ensures that we can bring our early literacy programs to children who, by leaps and bounds, make profound and lasting improvements in their lives.

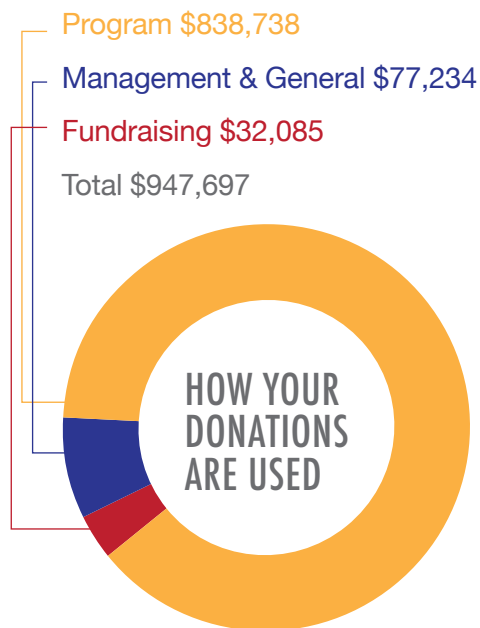
Foundations & Corporations

Achelis and Bodman Foundation
 Amazon Smile Foundation
 Apple Hill Fund
 Barbara & Donald Tober Foundation
 Barker Welfare Foundation
 Breznay Family Charitable Fund
 Capital One
 Colgate-Palmolive Inner City Education Fund
 Columbia Community Service
 Cranshaw Corporation
 Dana Foundation
 Edith Glick Shoolman Children's Foundation
 Helen's Hope Foundation
 Henry E. Niles Foundation
 Hyde and Watson Foundation
 Jean and Louis Dreyfus Foundation
 Jean's Foundation
 John P. and Constance A. Curran Charitable Foundation
 Kinder Morgan Foundation
 Lincoln Fund
 MAXIMUS Foundation
 Medora and John Geary Family Fund
 Meringoff Family Foundation
 Metzger-Price Fund, Inc.
 Monarch Alliance
 Nicholas B. Ottaway Foundation
 Prince Street Foundation
 Richard Davoud Donchian Foundation
 Rover Family Philanthropic Fund
 Russell Grinnell Memorial Trust
 S&L Marx Foundation
 Sue and Eugene Mercy Foundation
 The Lucy Foundation
 Theory
 Tides Foundation
 Virginia Cretella Mars Foundation
 West Harlem Development Corporation
 West Side Children's Fund
 Wolverine Foundation
 Xerox

Individuals

Audrey Amdursky and Joseph Kartiganer
 Margaret Baisley
 Margaret Bearn
 Elizabeth and Alexander Bernstein
 Christin Beshar
 Judith Bigelow
 Deborah and James Breznay
 Bertrand Brown
 Howard and Leslie Chatzinoff
 Kathleen and Neil Chrisman
 Alice Davenport
 Jules Demchick
 Anita DeSimone
 Maureen Donovan
 Marvin Ellin
 Richard Faux
 Sarah and Gordon Faux
 Diana Feldman
 Jane and Paul Frank
 Helen and Jeffrey Friedman
 Alex Funk
 Medora and John Geary
 Pamela Grayson
 David Halpert
 Evelyn J. Halpert
 Nancy and Dustin Heuston
 Karen Hobson
 Lam Hui and Shuk Shan Lee
 Carole and James Hunt
 Olukemi Ilesanmi
 Marianne Johnson
 Eileen Judell
 Edith Klausner
 Elizabeth Knake
 Emily Kuvin
 Laurie Landeau
 John Lillis and Jeff Bailey
 Carolyn and Iam MacKenzie
 Debra Mamorsky
 Amy Meeker
 Carolyn and Gene Mercy
 Stephen Meringoff

Amy and Peter Miller
 Tina Murray
 Peter Nadosy
 Cathleen Noland
 Emilie O'Sullivan
 Rochelle Ohrstrom
 Elizabeth and Daniel Oneglia
 Pearl and Owen Pell
 Sandra Roth and Charles Wolfe
 Ed and Maureen Rover
 Debbie and Joe Rucci
 Mary and Winthrop Rutherford
 Kirsten Sandberg
 Diane Schafer
 Harry and Ilene Schall
 Jonathan and Cornelia Small
 Robin Smith Smith
 Barbara and Donald Tober
 Elizabeth and Jim Tozer
 Lynne Troyka
 Joanne Walker
 Andrew and Cecilia Weiler
 Marc Weisman
 Dorothy Zeifer
 Howard Ellin



FINANCIALS

June 30, 2017

Assets	
Cash and cash equivalents	\$ 151,624
Promise to give, net	185,000
Property and equipment, net	19,511
Security deposits and other assets	12,862
Total assets	\$ 368,997

Liabilities and net assets	
Accounts payable and accrued expenses	\$ 22,517
Deferred rent	32,051
Total liabilities	\$ 54,568

Net assets	
Without donor restrictions, undesignated	\$ 131,929
With donor restrictions, time-restricted for future periods	182,500
Total net assets	\$ 314,429

Total liabilities and net assets	\$ 368,997
---	-------------------

Revenue	Without Donor Restrictions	With Donor Restrictions	Total
Contributions and grants	\$ 710,692	\$ 325,000	\$ 1,035,692
Total assets released from restrictions – other	197,500	(197,500)	-
Total revenue, supports, and gains	908,192	127,500	1,035,692

Expenses			
Program services expense	838,378	-	838,378
Total program expenses	838,378	-	838,378

Supporting services expense			
Management and general	77,234	-	77,234
Fundraising and development	32,085	-	32,085
Total supporting services expenses	109,319	-	109,319
Total expenses	947,697	-	947,697

Change in net assets	(39,505)	127,500	87,995
Net assets, beginning of year	171,434	55,000	226,434
Net assets, end of year	\$ 131,929	\$ 182,500	\$ 314,429

The Reading Team's Seven-part Instructional Model

Our instructional model is concentrated on literacy, attentive to the whole child, responsive to each child's unique learning styles, and portable, so that children, parents, and teachers can transfer and apply what they learn here to other environments. It features a unique combination of literacy building blocks whose multi-dimensional approach tackles the individual, social, and environmental obstacles to literacy proficiency and academic achievement.



Day Care Centers, Head Start Programs, and Schools Served

Addie Mae Collins Site 1	Democracy Prep	P.S. 165 (Robert E. Simon)
Addie Mae Collins Site 2	Future Leader's Institute	P.S. 180 (Hugo Newman)
Addie Mae Collins Site 3	Harlem Village Academy	Promise Academy Charter School
Citizens Care Day Care Center 3	Neighborhood Charter School of Harlem	Storefront Academy
East Harlem Block 1	NY French American Charter School	Success Academy
Grant Houses Daycare	P.S. 36 (Margaret Douglas School)	Cathedral School of St. John the Divine
Community Life Mount Morris Head Start	P.S. 125 (Ralph Bunche)	Ideal School of Manhattan
Amber Charter School	P.S. 154 (Harriet Tubman)	American Sign Language and English

"The Reading Team is a powerful program that educates students as well as budding teachers. Working with small groups enabled me to tailor the curriculum to the needs of each student, focusing on learning rather than test scores."

Kimberly, Teacher, K-5 Spanish, La Cima Charter

Reading Team Board of Directors

Maureen Rover, Chairman
President, The Reading Team, Inc.

Stephen Meringoff, Vice Chairman
Principal, Meringoff Properties

Marc Weisman, Treasurer
President, Cheltenham Enterprises, Inc.

Bertrand Brown, Vice President
Superintendent Emeritus,
New York City Public Schools Community
School District 5

Mia Hamomoto, Secretary
Program Development Manager
and Teacher, Little Learning, Inc.

Geoff Dann
President, Dann Asset Advisors, LLC

Evelyn J. Halpert
Head of School Emerita,
The Brearley School

Kelly Harrison
Public Relations Writer and Strategist,
Double E Communications

Marianne Johnson
Managing Director, First Republic Bank

Eileen Judell
Learning Specialist, retired,
The Chapin School

Meghan Magyar
Homemaker

Helen Pennoyer
Social Worker

Andy Whitehouse
Principal, Copperfield Advisory



Letter from Our Founder



Photo by World of Children

Dear Friends,

Our children are performing well. Enrollment is growing. New supporters are recognizing our hard work and strong outcomes, and have signed on to participate in our success. Our Board of Directors, augmented with some talented individuals, is more engaged and focused than ever.

It is no exaggeration to say that we are on a roll. This is the ideal time for me to step back from day-to-day management and let our new Executive Director, Petrushka Bazin Larsen, take the lead. With her administrative acumen and her ideas for enhancing and growing our services in the months and years to come, Petrushka will continue to successfully serve this community.

I invite you to come visit the Reading Team. Seeing the joy our children experience as they learn to read will thrill you. You can meet Petrushka and hear about her dynamic ideas for the future. I will be around to help with strategy, fundraising, and whatever it takes to ensure the success of the children we are so proud to serve. We hope to see you soon.

Sincerely,

A handwritten signature in cursive script that reads "Maureen Rover". The signature is written in black ink and is positioned above the printed name.

Maureen Rover




The Reading Team
2090 Adam Clayton Powell Jr. Blvd.
Suite 100
New York, NY 10027

Phone 212-280-2042
Fax 212-222-5738
readingteam.org
info@readingteam.org

 Twitter
[@thereadingteam](https://twitter.com/thereadingteam)

 Facebook
[@thereadingteam](https://facebook.com/thereadingteam)

 Instagram
[@readingteamnyc](https://instagram.com/readingteamnyc)