From Our Executive Director, Kim Kruckel

Dear Friends,

Thank you so much for your support! We take great pride in the pivotal progress we achieved together this year. Working with grassroots activists, we ended the family fees that burdened families for many years. This reform signifies our commitment to ending racist policies that harmed families instead of helping them.

Child care helps families and communities thrive, because children are nurtured and parents can work. But despite our progress, most families in California cannot get affordable child care. Most child care providers still need to earn more to support their own families. With your continued support, we will nurture this movement for more just and inclusive policies that allow every family to raise children with dignity.

On a different note, we are celebrating the arrival of new babies among our board members! As they experience the joys and navigate the challenges of parenthood and child care, they remind us how important and urgent our work is. You’ll see their photos throughout this 2023 Impact Report.

Thank you for standing with us!

Warmly,

Kim Kruckel

We educate, advocate, and litigate to make child care a civil right
Advocacy in the State Capitol is one of the ways we make change

Parents like Karina Esquer, of Parent Voices, (pictured here) asked us to help them draft legislation to reform family fees.

After three years of temporary waivers, family fee reform is finally permanent in 2023.

Now, there is no cost for child care for families with low incomes.

With affordable child care, families can work, get ahead and stay ahead.

Families with low incomes are free from expensive child care fees

Family of 3 with a monthly income of $6,523

Cost before: $571
Cost now: $57

Family of 3 with a monthly income of $6,034

Cost before: $528
Cost now: $0
Your Support Means Progress Toward Economic Equality

More families have affordable child care today

Family child care providers got grants for their businesses

$20,000 - $75,000 for repairs or modernization

Parents of kids with disabilities can work and support their families

Because we trained 1,500 people about their rights.
Helping Family Child Care Providers Stay in Business

Family child care homes are important for communities, helping working families breathe easy. And owning a child care business can also be a viable economic opportunity and door to entrepreneurship. But due to a legacy of laws rooted in racism and discrimination, many providers have been forced to close. However, in the past year, 1,905 child care providers have expanded their programs, reversing the trend of closures over the past decade.

Thanks to your support, we are overturning burdensome rules and policies to create economic opportunity for child care providers. When landlords try to raise the rent, say running a child care isn’t allowed, or refuse to rent to a family child care provider, our housing team steps in.

As a result, more child care providers are secure in their homes and businesses:

- **$150,000** in refunds for child care providers when cities overcharged for zoning, fire or business permits
- **527** child care providers educated about their rights

Feedback from Providers

*I’m in deep appreciation for the work that the Law Center does for what appears to be an under-resourced and much needed segment of our community: family child care providers.*

*Solo agradezco por tanta información que nos brindan, mil gracias.*

*I’m thankful for their help, they really do help child care providers and let us know our rights.*
## Our Financial Report

### July 2022 - December 2023

**REVENUE & SUPPORT**

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>GRANTS</td>
<td>$653,861</td>
</tr>
<tr>
<td>CONTRIBUTIONS</td>
<td>$69,914</td>
</tr>
<tr>
<td>CONTRACTS &amp; OTHER INCOME</td>
<td>$51,742</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$775,517</strong></td>
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</tbody>
</table>

**EXPENSES**

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROGRAM SERVICES</td>
<td>$499,639</td>
</tr>
<tr>
<td>MANAGEMENT</td>
<td>$153,569</td>
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<tr>
<td>FUNDRAISING</td>
<td>$92,345</td>
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<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$745,553</strong></td>
</tr>
</tbody>
</table>

**CHANGE IN NET ASSETS**

- **$29,964**

**BEGINNING OF YEAR NET ASSETS**

- **$1,625,410**

**NET ASSETS END OF YEAR**

- **$1,655,374**

*The Child Care Law Center changed to a calendar fiscal year on January 1, 2023. These audited financials cover the final half of 2022.*

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**Get Involved!**

- Make a one-time or monthly donation
- Make a Corporate Gift
- Name Child Care Law Center in your will, living trust, or insurance policy
- Donate stock
- Join our Board of Directors
- For more information, contact Sarah Carlin: scarlin@childcarelaw.org

**Contact us**

Phone: (415) 558 - 8005  
Email: info@childcarelaw.org  
Web: childcarelaw.org
Thank You to All Our Supporters

**Financial Partners**
Bernard E. and Alba Witkin Charitable Foundation
Blue Shield Foundation of California
Heising-Simons Foundation
New Venture Fund
Price Philanthropies
Ruth Arnhold Endowment at the East Bay Community Foundation
San Francisco Foundation
State Bar of California, Legal Services Trust Fund
Stein Early Childhood Development Fund at California Community Foundation
Sunlight Giving
The California Wellness Foundation
Trio Foundation
van Løben Sels/RembeRock Foundation
Walter S. Johnson Foundation
Y&H Soda Foundation

**Strategic Partners**
Bay Area Early Childhood Funders
Black Californians United for ECE
Building the California Dream Alliance
California Family Child Care Network
California Legal Services Programs
California Work and Family Coalition
Center for Law and Social Policy
Child Care Providers United
Child Care 4 Every Family Network
Early Care and Education (ECE) Coalition

**Special Thanks**
Jerry Bailey
Olison Batiste
Jordan Carman
Leonard Chan
Benu Chhabra
Kathy Dennison
Treacy Diaz
Karina Esquer
Jaime Falcone-Juengert
Lauren Goeppert
Paula Harrell
Nancy Harvey
May Howell
Khulood Jamil
Kate Jessup
Tricia Kerr
Kehinde Koyejo
Tina Laungani
Laurie Phillips
Duane Phillips
William Ramirez
Toni Robertson
Josh Sale
Laurie Sale
Nancy Sale
Regeina Simmons
Abigail Tetteh
Mehul Thakker
Daniel Uribe
Dr. Chris Wachira
Alreca Whyte
Raleigh Williams
Nancy Wyatt
Atikah Zulkephli

In Memoriam

This year we mourned the passing of two champions who worked for decades on behalf of children, families, and early childhood education.

Our hearts are full of admiration and gratitude for these two women. They turned their passion for supporting children and families into concrete action with the Child Care Law Center.

**June Sale** was a mentor and supporter to everyone, whose passion was to uplift children and families. In her career, she helped start the first LA County Head Start program in 1965, oversaw the child development program at Pacific Oaks College, and was the first Director of UCLA Child Care Services. Everyone who met June was inspired to do all they could for children! When June passed away at age 98, we were honored to be listed as one of her favorite charities.

**Carol Stevenson** was pregnant with her first child when she entered law school - and started a child care center there later on! After law school, she became a staff attorney at the Child Care Law Center, where she worked for 14 years. Carol improved the child care field through her intellectually honest and “down on the ground” approach, helping providers and advocates sort through the maze of legislation, regulations, and rulings they faced.
Thank You to Our Generous Donors

Following is a list of donations received between November 1, 2022, to October 31, 2023. We believe this list is accurate and deeply apologize for any inadvertent omissions. Please contact Sarah Carlin if you have any questions.

Guardians
Anonymous
Judy Arrigo
Bradley Brownlow
Community Bank of the Bay
Cooley LLP
Betsy Cotton
Florence Danneberg
Ellebie Mathis Fund
First Republic Bank
Eamon Foley & Marjorie Pedder
Jon Goulden & Kwok Lau
Ernest B. Hammond III
Holland & Knight LLP
Jorja Jackson
Kitty Kruckel
  In honor of Kim Kruckel
Anna Levine
Janice Maroot
Arthur & Toni Rembe Rock
June Sale
SEIU California State Council
Shailin Sheth & Natasha Sagar Sheth
United Domestic Workers / AFSCME Local 3930
Margaret Wiegert Jacobs & Jeff Jacobs

Advocates
Mark Aaronson & Marjorie Gelb
Elianna Campos
Agnes Chan
Children’s Council of San Francisco
Susan Colson
Alicia Delagarza
Netsy Firestein
Marcella Graves
Haydn Griffith
Joni Halpern
  In honor of Christine Calvano
Tasha Henneman
Wuin Hopkins
May Howell
Kara Janssen
Paul Jensen
Theodore Kruckel
Paola Laverde
Altricia Low
Pamela Maffei
Jen Mahoney
Torr Melling
Lindsey Mignano
Betsy Mitchell
Linda Olivenbaum
  In memory of Wilma Chan & in honor of Jennifer Briffa
Willa Pettygrove
H.G. Prince
Laura Pryor
Michele Rutherford
Nicole Scroggs
Alexandra Siegel
Michael Stein
Step One School
Wai Hung Tang, Yin Yu Hui & Oxley Tang
Corean Todd
Valleymar Child Care
Cindy Waldman
Janet Zamudio
Michael Zischke & Nadin Sponamore

Allies
Miren Algorri
Sydney Allen
Katie Annand
Auntle Dobbie’s Kids
Jodi Becker
Crystal Bellamy
Domenica Bentiez
Fran Biderman
Carol Bisharat
Adrienne Bloch
Diane Bradford
Sue Britson
Alec Brum
Judy & Burt Calder
Sally Cantrell

Champions
Rachel Boyce
Gilead Sciences, Inc.
Samuel Levine & Becky Simon
Kathryn E. Jessup & Igor Zagatsky
Barbara & Jim Kautz
Tricia Kerr
Frank Paré
Parent Voices California
Joan Story
Atikah Zulkephil

Defenders
Robert Ackelson
Ana Andrade
BANANAS, Inc.
Deanne Bray
Margaret Corrigan
Myma & Richard Fleming
Laura Leticia Flores
Setsuko Furuike
Miye Goishi & Dara Schur
Marcia Henry
Eve Hershkopf
Kym Johnson
Ashley Lin
Ofer & Amy Jessup Na’am
Elliott Owensby & Sabrina Siddiqui
Robin Phipps
Bobbie Rose
Sierra Nevada Children’s Services
Bess & Steve Sternberg
Nancy Strohl
Anh Tran
Makinya Ward

Allies (continued)
Sarah Carlin
Mark Carlson
Grace Carroll
Jenya Cassidy
Josette Castro
Leah Catching
Hedy Chang
Benu Chhabra
Renée Clarke
Child Care Resource Center
Jamila Cobham
Alexandria Cole
David & Nancy Coolidge
Tom Copeland
Deborah Corley-Marzett
Anne Dascombe
Betty Davis
Tirza Dawson
Kathy Dennison
Bonnie Duncan
Judith Dunn
Catalina Espino Devine
Aishah Farooki
Arlyce & Donald Feist
Lisa A. Finnie
Alexa Frankenberg
Julia Frudden
Dave Glaser
Jenny Gold
Nancy Harvey
Sara Hicks-Kilday
Dionne Holdenimstadt
Cheryl Howell
Adena Ishii
Mary Ann Kassier
Alexandra Kent
Beth Keolanui
Carlise King
Richard & Karin Kleiner
Charles Knapp
Laura Kohn
Jeffrey Kosbie
Kim Kruckel
Élan Consuelra Lambert
Mira Liao
Kathryn Lybarger
Yessica Magdaleno
Dennis Peter Maio
Mona Malan
Peter L. Mangione
Kamaka Martin
Kristin Mateer
David Miles
Sabih Mir
May Ng
Cristina Nguyen
Maria Niggle
Anisa Noorassa
Ashley Pantuliano
Vicki Piovia
Rossaña Ramirez
Merced Rocha
Melissa Rodgers
Diane Rolfe
Ellen Rosenblum
Jessica Ryland
Edna Saman
Latia Sanders
Eileen Scanlan
Regeina Simmons
Kanika Singh
Richard Speigman
Suzy Springborg & Greg Martin
Tina Stewart
Shahnaz Tafreshu
Carolyn Taylor
Moony Tong
Nikita Tucker
  In honor of Rachel B
Denise Hingle & James Webster
Kathleen White
  In honor of Carol Stevenson
Marcy Whitebook
Frankie Williams
Richard Winefield
Anna Wolde-Yohannes
Dianne Wood
Jean Yoon
Marie & Cary Young

In memory of June Sale:
Daniel Hoyer
Betty L. Nordwind
Nancy Mackle
Esther Shafran
Mira Liao
Kathryn Lybarger
Yessica Magdaleno
Dennis Peter Maio
Mona Malan
Peter L. Mangione
Kamaka Martin
Kristin Mateer
David Miles
Sabih Mir
May Ng
Cristina Nguyen
Maria Niggle
Anisa Noorassa
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