



**frazer center**  
gather. learn. flourish.

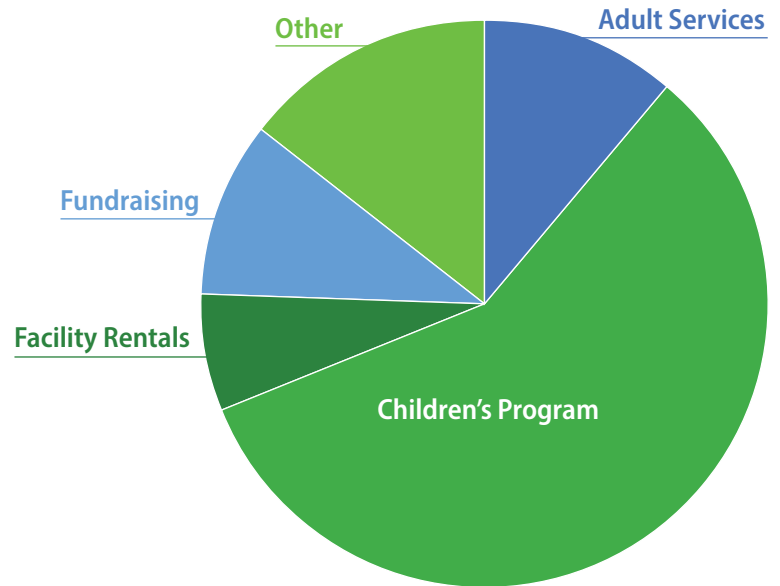


**ANNUAL REPORT 2021**

# finances

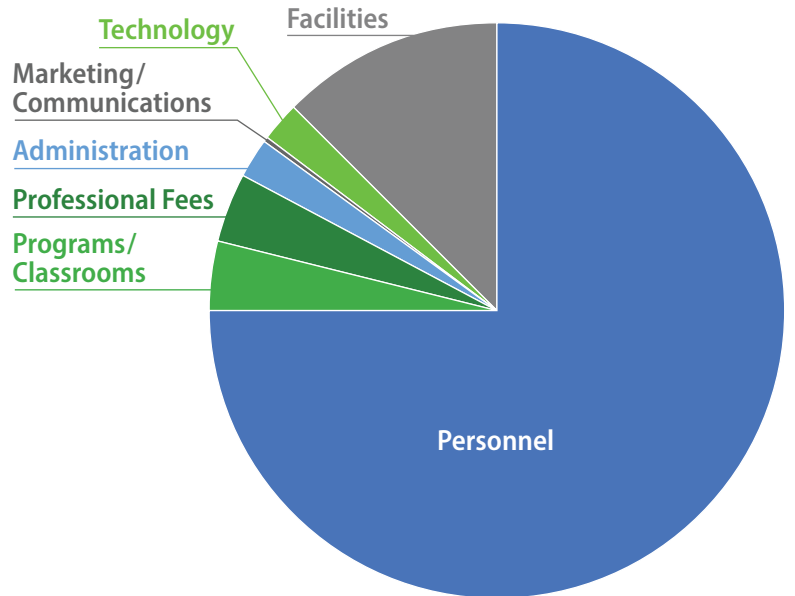
## REVENUE

Adult Services:	\$507,763
Children's Program:	\$2,570,177
Facility Rentals:	\$304,747
Fundraising:	\$437,030
Other:	\$643,633
<b>TOTAL:</b>	<b>\$4,463,351</b>



## EXPENSES

Personnel:	\$2,986,982
Programs/Classrooms:	\$150,924
Professional Fees:	\$148,132
Administration:	\$98,227
Marketing/Communications:	\$4,735
Technology:	\$84,332
Facilities:	\$496,001
<b>TOTAL:</b>	<b>\$3,969,332</b>



### NOTE:

All financial information is unaudited at time of publication.

Frazer Center received a Payroll Protection Loan in May 2020 in the amount of \$638,000. The entire amount of that loan was converted to a grant during FY21.



# a living wage

**The pandemic has shined a bright light on the profound work that Frazer Center front-line staff do for young children and adults with disabilities every single day. Frazer staff has done this work even through the uncertainty of COVID-19.**

While we are proud of our health and safety record throughout the pandemic, that in no way diminishes the courage and strength of our direct support professionals and teachers who have shown up day after day for the adults and children in our care.

It seems that every week, the pandemic has brought us a new set of challenges. Our front-line staff pitched in whenever and wherever they were needed. When the Adult Services program was closed, staff members contributed to the early education program by providing extra sanitizing of high-touch areas throughout the day. They pitched in to help with carpool drop-off and pick-up which required temperature checks and health questions of every family.

*Whenever we asked, front-line staff always stepped up.*

In short, this past year Frazer Center front-line staff showed up in huge ways for children, adults, and our entire community.

**Knowing how extraordinary these individuals are, and knowing how much courage and faith they demonstrated every single day during this pandemic, Frazer Center leadership believes it is far past time for our front-line staff to get a fair wage.**

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**On August 30, the Board of Directors of Frazer Center approved a \$15/hour minimum wage for Frazer Center staff.**

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**This increases our costs by nearly \$250,000, but it's a commitment we must make** to the people who are responsible for delivering the care that profoundly impacts the lives of children and adults.

**Sustaining this living wage now becomes our challenge.**

Before making this decision, Frazer Center leadership looked for solutions to expand revenue, cut expenses, and think outside the box. From investment strategies to credit card fees to fundraising expenses, **we brought everything to the table and created a 3-year sustainability plan to ensure that Frazer Center staff receive fair wages from this point forward.**

Not many organizations could safely provide services through a global pandemic and, 18 months later, implement a comprehensive and substantial increase in wages.

**Frazer Center is no ordinary organization.**

**We are entering our 73rd year stronger than ever, thanks to supporters like YOU.**



# What a year!

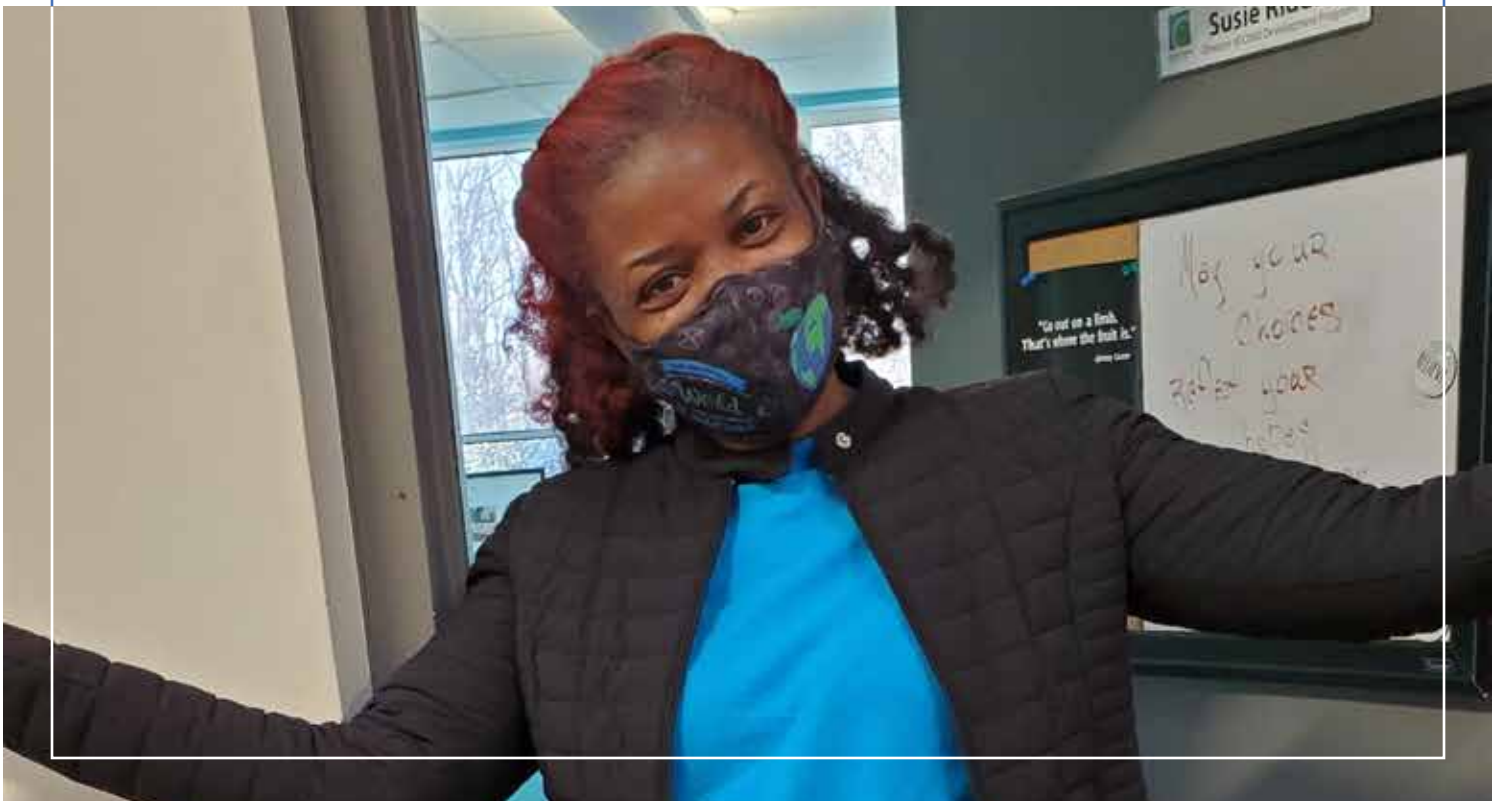
We began the year with a re-opened Children's Program in July. We slowly re-opened the Adult Program in August. During the confusing and frightening pandemic, our staff showed up day after day for the children, adults, and each other.

## **Health & Safety Record**

Prior to re-opening our programs, Frazer Center worked with an advisory committee of healthcare professionals to create effective health and safety protocols. We remain under a mandatory mask policy. We limited access to our building to essential staff only. We implemented a strict quarantine policy that required two-week quarantines for anyone exposed to someone who tested positive for COVID. This resulted in 10 quarantines between the Children's Development Program and our Adult Services. In only one instance did we have onsite transmission of COVID.

We also managed our financial resources well during the pandemic. We took advantage of two federal government PPP loans, one of which has been converted 100% to grant funding, the second of which we anticipate being converted later this fiscal year. These awards have helped keep staff paid despite closures and quarantines.

We also turned to our supporters, like you, to help us survive this year. The Frazer community showed up in breathtaking ways. Families of our children and adult participants gave generously to ensure staff stayed paid. Parents dropped off hand warmers during cold winter months so staff could be more comfortable at carpool drop-off and pick-up. They handed out bottles of water during hot summer months so we could stay hydrated. They were creative and found free hand sanitizer from a whiskey distillery in north Georgia and a steady supply of KN95 masks.



# pandemic response

Frazer Center achievements in the last year are remarkable. In the depth of the COVID pandemic, Frazer Center established and implemented health and safety protocols that limited onsite spread of infection to one incident only out of 10 quarantines that impacted operations.

We accelerated the development of our nature-based curriculum so that we could get our children out into the forest more often, which also reduced the risk of spreading COVID.

We accelerated our Project Achieve program in our Adult Services which meets participants out in the community to reduce risk of onsite exposure at Frazer Center.

We will continue to practice our health and safety protocols until the pandemic has abated.



## ACTION STEPS

- ▶ Accelerated forest curriculum for children's program to get children more time outside.
- ▶ Accelerated community centered program for adult participants to reduce risk of exposure at center.
- ▶ Implemented mask mandate, essential staff only inside center, additional sanitizing of high touch areas, and reducing multiple staff exposure to children and adults.
- ▶ Requested and received a \$90,000 grant to support financial aid for low income families.
- ▶ Upgraded facility safety by installing 18 air scrubbers and exterior door for onsite therapy room.



# child development program

Frazer Center's Child Development Program served 177 children daily with 19 children enrolled in inclusion services. In the past year, we were able to renovate our therapy room to increase health and safety protocols. Outside therapists can now safely return to Frazer Center to deliver therapeutic services to children. This relieves parents of one more burden of leaving work to drive their child to and from a therapy appointment.

## Nature-based Inclusion Early Education

Frazer Center staff have worked tirelessly to develop our nature-based curriculum and get children out into the forest more frequently this last year. In early 2021, we entered into a collaborative agreement with Dr. Gary Bingham, Director of Georgia State University's Urban Child Learning Institute, to develop effective evaluation tools to measure the impact of nature-based learning on children. The outcome of this collaboration will have national implications as there are currently no standard tools to evaluate nature-based preschool curriculum.



## National Leadership

The Frazer Center nature-based curriculum team and Dr. Bingham's team provided two presentations at the national Natural Start Alliance conference at the end of July. The Natural Start Alliance chose Frazer Center to lead seminars on creating a nature-based curriculum built on the foundation of inclusion, and developing a reliable and valid evaluation tool to measure the impact of nature-based preschool curriculum.



# adult services

Our Adult Services program served 55 adults, ranging in age from 22 to over 60, with a broad spectrum of intellectual disabilities. Frazer Center offers job training, and educational and recreational opportunities tailored to each person's interests, abilities, and needs. Adult participants enjoy a wide range of community activities, from employment and volunteering to cultural and sports events, allowing them to discover their strengths and passions. They work with program staff through surveys and interviews to develop Individual Service Plans (ISPs) so that daily activities and classes lead to the accomplishment of long-term personal goals. Our Adult Services program is accredited by the Commission on Accreditation of Rehabilitation Facilities (CARF).



## Project Achieve – Community Centered

The pandemic accelerated the implementation of our community-centered small group program. Through Project Achieve, Frazer Center staff meet a small group of adult participants in the community for various activities. The Project Achieve group engages in cultural, recreational, and volunteering opportunities. In FY21, we piloted the first Project Achieve group, and it has been overwhelmingly successful. We will be creating more Project Achieve groups in the coming year.

## Supported Employment

The Supported Employment Program provides significant pre-employment training, including increasing social skills, improving technical skills, understanding how to get to and from work and how to be a good co-worker and a profitable employee. Our staff also helps each adult participant conduct job searches, prepare resumes and practice for interviews. Once employment is obtained, our Job Coach visits the workplace frequently to ensure the job placement is successful for both the participant and employer.



# frazer center

## mission

To foster inclusive communities where children and adults, with and without disabilities, gather, learn, and flourish.



Project Achieve participants at the Van Gogh exhibit



CEO Paige McKay Kubik helping out in the forest



Pre-K graduation in Cator Woolford Gardens

