

WOMEN UNITED GRANT APPLICATION FORM

Organization Information

Organization Name

Schreiber Center for Pediatric Development

EIN

23-1365369

Address

625 Community Way
Lancaster, Pennsylvania 17603
United States

Contact Name

Danielle Sunday

Contact Phone

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Contact Email

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Executive Director / President (If different)

James DeBord

Eligibility Criteria

Is your organization a registered nonprofit organization with an official letter of determination of 501c3 status from the Internal Revenue Service?

Yes

Has your organization operated in Lancaster County for at least one year (operating in Lancaster before July 1, 2024?)

Yes

Does your organization or program you are requesting funding for in this application serve primarily women over the age of 18?

Yes

Does your organization provide services to families at or below the ALICE threshold in Lancaster County?

Yes

Is your organization delinquent on any state or federal debt?

No

Does your organization share United Way's view of collaborative and inclusive service to the entire community, without excluding anyone on the basis of race, color, religion, gender, ethnicity, national origin, age, disability, sexual orientation, or any other factor not relevant to a person's eligibility for service or ability to contribute?

Yes

Has your organization update your listing with PA 211 in the last 12 months?

Yes

Application Elements

Organization Description

As a nationally recognized pediatric facility, the Schreiber Center for Pediatric Development provides family-centered education and therapy programs for infants, children and adolescents with disabilities, developmental delays, and acquired injuries. We strive to maximize each child's ability to function independently and thrive within their community.

We are dedicated to providing exceptional therapy for kids from birth to age 21. Our comprehensive range of pediatric rehab services and therapies – physical, occupational and speech-language – is designed to support and enhance each child's unique development and help them to reach their full potential.

We also believe in the power of education to unlock a child's potential and are proud to offer comprehensive educational services designed to support children of all abilities in their academic and developmental journeys. Through STARS Preschool and our Circle of Friends Academy childcare program, we recognize the importance of providing a nurturing and inclusive educational environment.

Additionally, our recreation and summer camp programs – like aquatic therapy and Camp Schreiber – are designed to support families, enrich lives, and foster independence through engaging and inclusive activities.

Commitment to Equity

People with disabilities are the largest and most diverse minority group in the country, representing all abilities, ages, races, ethnicities, religions and socio-economic backgrounds.

We demonstrate a commitment to equity and inclusion through key practices, including:

- Accessibility: Our services are accessible to all families, regardless of socioeconomic background. This includes accepting Medicaid as a payor for services, even though reimbursements do not cover our costs. No family is turned away from services regardless of their financial circumstances.
- Cultural Sensitivity and Competence: The Center promotes cultural sensitivity and competence among its staff and therapists. This involves recognizing and respecting the diverse cultural backgrounds, beliefs, and practices of the families we serve.
- Inclusive Programming: Our therapy model designs interventions to be inclusive of children with diverse abilities and needs. We tailor strategies and support to accommodate individual differences, ensuring that every child receives personalized care and has equitable access to learning opportunities.

Overall, Schreiber integrates principles of equity and inclusion in its daily work through proactive measures that prioritize accessibility, cultural competence, and inclusive practices. These efforts contribute to creating a supportive and equitable environment where all children can thrive and reach their full potential.

Proposal Details

Main Priority Area

Women's Financial Stability

Grant Dollar Amount Requested

\$10,525.00

What percent of the overall project budget is covered by the Women United grant?

100

Project Description

More than two-thirds of the nation's children have all available parents in the workforce, making childcare critical support not only for children's early learning and development but also for caregivers to be able to go to work, school, or job training.

However, a January 2024 report released by the Federal Reserve Bank of Cleveland noted that turnover among U.S. Childcare Workers was 65% higher than the turnover in the median occupation in 2022.

Why? Workers are leaving childcare jobs due to low compensation. According to a March 2024 report from the Independent Fiscal Office, the average childcare teacher in Pennsylvania earns \$15.15 an hour. Meanwhile warehouse workers start at \$18 an hour.

The Schreiber Center's Circle of Friends Academy is one of 163 childcare programs remaining in Lancaster County, down from 190 providers in 2019. Although childcare has diminished in Lancaster County over the past six years making it difficult for working families to find affordable care, Schreiber remains committed to maintaining the Academy's operations.

During a January 13 press conference, the Lancaster Chamber together with Community Action Program, YWCA Lancaster and ReadyNation called for the state legislature to "to establish a childcare teacher recruitment and retention program."

While we 100% support this policy proposal, we must still navigate the day-to-day realities that stability in the sector matters to the broader economy. We're asking Women United to consider a gift \$10,525 to support:

- Staff recruitment by providing five hiring bonuses at \$250 ea.
- Staff retention for 10 positions by offering an annual bonus based upon performance, job category and tenure: \$6,150
- Underwriting the cost of five staff members pursuing Child Development Associate certifications: \$5,125
- Attendance for two staff members at the Early Childhood Education Summit presented by the Pennsylvania Childcare Association: \$1,000

Collaboration

To complete the implementation of our plan, we will continue to partner with The Pennsylvania Keys on CDA certification, Pennsylvania Childcare Association as well as the Commonwealth of Pennsylvania, Department of Education as a Keystone STARS-rated program.

Implementation Plan

The implementation of this program would occur during FY2026 (July 1, 2025 – June 30, 2026). If funded, performance bonuses would be distributed at the beginning of the fiscal year in alignment with our employee evaluation program. Attendance at the Early Childhood Education Summit will occur in October. Hiring bonuses would be offered as employees are on-boarded and complete 30 days of employment. Reimbursement for CDA certification would be available once employees successfully completed the required curriculum.

Outcomes & Evaluation

Ultimately, all outcomes will be achieved through two primary objectives:

1. Recruiting and retaining 10 childcare employees needed to meet room capacity numbers (we currently have one open position)
2. Ensuring enrollment in each of the three classrooms – infant, toddler and preschool – is able to be maintained as a result of full teacher staffing

Additional goals include:

1. Providing continuity in care for enrolled children
2. Attracting new teachers by demonstrating a commitment to ongoing education and professional development
3. Retain the Academy's current Keystone Stars' Four-Star Accreditation, the highest level awarded by the

Documents

Required Documents

- [Women-United-2025-Grant-Budget.xlsx](#)
- [Schreiber-BOD-Roster_2024-2025.pdf](#)
- [Schreiber-Center-2025-Budget-Snapshot.pdf](#)
- [Schreiber-FY23-Audited-Financials_Compressed.pdf](#)
- [IRS-determination-letter-1995.pdf](#)