



OUR 2024 IMPACT REPORT

# A Year of New Beginnings



# A Reflection from Our President & Board Chair



**STEPHANIE STEED**  
President and CEO

As we close the chapter on another year, we are thrilled to share that we are entering an exciting phase in our journey. This year marks the beginning of our ambitious five-year strategic plan, a roadmap that will guide us as we strive to deepen our impact, support and grow staff, strengthen our sustainability, and fully embrace our transformation that began five years ago when we became 18 Degrees.

This year of new beginnings is not just about launching a strategic plan; it's about reaffirming our dedication to creating access for all. Through our various programs and services, we aim to break down barriers and ensure everyone in our community has the resources and support they need to thrive. We envision a future where access and opportunity are not just ideals, but realities for everyone we serve. Our new mission reflects the core values that drive us every day. It articulates not only what we do but also why we do it: because we believe in the potential of every individual and the power of community.

At 18 Degrees, we are grateful to be surrounded by community partners, staff, supporters, and volunteers who share our vision and join us as we embark on this next chapter. We invite you to be an integral part of our mission. Together, we can create a ripple effect of positive change that benefits not just children, youth and families, but entire communities.

Thank you for your continued support and belief in our work, helping those we serve to see that new beginnings are possible.

With gratitude and hope,



**SHEILA HEFFERNON**  
Board Chair

*Stephanie Steed*     *Sheila Heffernon*

## OUR 5-YEAR STRATEGIC PLAN GOALS



**EMBRACING OUR TRANSFORMATIVE JOURNEY**



**DEEPENING OUR IMPACT**



**STRENGTHENING OUR SUSTAINABILITY**



**SUPPORTING AND GROWING OUR STAFF**

## OUR VISION

In our new day, opportunities outshine barriers and all people feel a sense of community and belonging.

## OUR MISSION

We champion access, opportunity, belonging, and well-being for all people on their journey, helping to build thriving communities.



**EMBRACING OUR TRANSFORMATIVE JOURNEY**

# Healing Homes Foster Care & Adoption Management Services



Today, we embrace the power of new beginnings as our mission and vision evolve to better reflect the work we do and those we serve. Transformation is a journey of embracing change that fosters resilience and lays the groundwork for a brighter future for all of us.

Our Healing Homes Foster Care and Adoption Management Services encompass some of our most transformative work as families and children face challenges with courage, patience, and compassion. Staff help children and families build trust, discover healing, and find their way to new beginnings and permanency in loving homes.

### A REFLECTION FROM JOE PIETRAS, HEALING HOMES CASE MANAGER

Three years ago, six-year-old Lexi was placed in one of our foster homes. Her new placement was one of many she had experienced in her young life. Her previous plan for adoption had fallen through, and this was a difficult letdown. Then, hope emerged as the adoptive mother of one of Lexi's younger siblings expressed a desire to bring her into their family. Within just a few weeks, she was placed in their care.

Recently, I received a photo of her first day of school. Now nine years old, Lexi stood beaming in her back-to-school outfit. Her smile reflected her joy as the family is moving forward with adoption.

The Healing Homes journey for our children also includes reunification with biological parents and family members. Four-year-old Paul, the youngest in his family, was recently reunified with his mother and siblings. Over the many visits that I brought him to this summer, he learned to trust those around him, rebuilding bonds with his family. What began as a tentative process blossomed into a joyful reunion with his mother in August.



**18 Degrees' Adoption Management Team specializes in matching children with adoptive homes when reunification is no longer possible. On National Adoption Day, Mary and Larry Brown celebrated their adoption of Maggie after 5 years in their foster home. Maggie's younger sister and brother were also adopted that day by a family from eastern MA. The families stay in touch and visit each other throughout the year.**

**34**

CHILDREN

**28**

FOSTER HOMES received intensive foster care services

**14**

children outside of our foster care program received supportive services and mentorship

**8**

adoptions finalized

**200+**

assessments written supporting adoption efforts statewide

18 Degrees is the only organization in Western MA providing adoption management services alongside the Dept. of Children and Families





DEEPENING OUR IMPACT

# Connections and Community in the Family Resource Center



**W**e are committed to providing services that help people thrive while dismantling barriers to access. The 18 Degrees Family Resource Center (FRC) is one of our doors of access to a wide range of services in a welcoming environment where community members can build meaningful relationships.

In March, a family with two children, ages two and nine, desperately needed to move out of cramped temporary living quarters. Program Manager Tammy Martin-Bartlett helped them find hope. They found themselves on a very tight budget, working hard to find new beginnings. Dad was training to become a certified 911 dispatcher and mom was in college working on her degree. A little help with housing applications and a Neighbor-to-Neighbor grant from Berkshire Taconic Community Foundation resulted in an apartment of their very own. The kids were excited about having their own bedrooms and Mom and Dad were relieved to have space where they can focus on the future of their family.



**The FRC at 480 West Street is where families can find weekly groups and programs, personalized attention for their unique situation, and events that help deepen their connections to their community. Last year we provided 2,147 services to 548 community members. We promote individual and family resiliency by providing:**

- Parenting and peer support
- Help with school challenges
- Programming for LGBTQ+ youth and families
- Substance use prevention activities for youth
- Mental health support
- Opportunities for new experiences and fun activities for all ages



DEEPENING OUR IMPACT

# Ready to Learn and Grow with Early Education & Care

**O**ur Early Education & Care (EEC) team is one of many that goes above and beyond to deepen our impact. In both our pre-school centers and after-school programs, children develop social, emotional, and language skills in a nurturing environment.

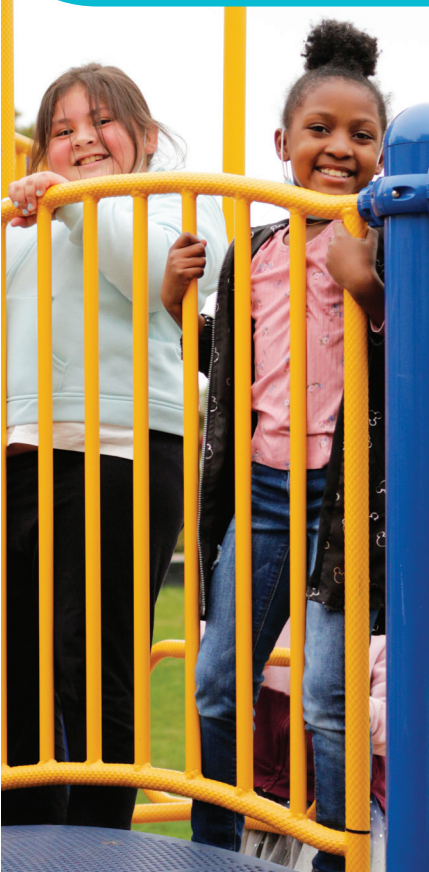
Senior Director Elise Weller and Assistant Director Danielle Butler participate regularly in community meetings and conversations in support of early education in Western Massachusetts. These and other advocacy efforts help make improvements in teacher's pay, childcare affordability, and other funding from the Commonwealth to meet the needs of our communities.

Danielle and Elise are proud of their team's achievements last year. When nine Haitian children whose families received support from across 18 Degrees programs and community partners found refuge in our Pre-K classroom, it was a challenging transition for everyone. Thanks to the help of multilingual staff and the entire EEC team, every child in the Pre-K classroom graduated, ready to head confidently into Kindergarten.

Each day, EEC staff work diligently to help children and families grow and thrive. Our enrollment services at 480 West Street help families navigate the complexities of childcare enrollment. Staff at the Redfield Infant and Toddler Center warmly welcome new parents, helping them feel reassured with a loving and safe environment. Classroom and Family Liaisons are team members specially trained to assist families in need of additional support or children who may need creative approaches to learning.

Nutrition is also a key component, addressing food insecurity and exposing children to a wide variety of healthy foods to help them grow. Meals made with care by our kitchen staff include fresh fruits and vegetables and are shared together to build social skills and positive eating habits. Events like the Family Thanksgiving Feast bring family members together and strengthen community bonds.

Kid's Club after-school programming focuses on creativity and experiential learning. Eight-year old Leilani fondly remembers her first trip to the New York State Museum last summer. It opened a new world of ideas for her. Experiences like these make a lasting impression.



**178**  
children received early education or out-of-school care

**65%**  
increase in infant care capacity with an additional classroom to better serve our community

Launched a Parent Advisory Council that planned free engagement events attended by more than 50% of our families





## STRENGTHENING OUR SUSTAINABILITY

# The Small, Consistent Steps We Take

**18 DEGREES** is committed to building a resilient foundation that ensures progress towards our mission now and into the future by serving our communities with evidence-based practices, building long-lasting relationships, and making strategic investments in our people, programs, and infrastructure. In meeting people where they are on their journey, our work is to guide them to the resources, skills, and support that will help them reach their goals, sustain their personal growth, and deepen their connections.

During our annual youth recognition ceremony, 16-year-old Janessa was one participant recognized for her achievements. She shared this reflection on her personal growth in Pittsfield Community Connection:

### JANESSA'S STORY

Growing up, we are often shielded from the realities of adulthood: responsibilities, bills, and the pressures of life. The true challenge lies not in external factors, but in the internal journey.

In my own journey toward adulthood, I am proud to say that I have discovered my talents—whether it be my intelligence, kindness, or bravery. I am embracing the young woman I am becoming. Every moment of learning has shaped me into the person I am today.

The work I've accomplished over the last year with 18 Degrees' guidance is a reminder that growth is not about grand discoveries but about the small, consistent steps we take every day. It is about understanding that each of us has a unique path and each step along the way contributes to the larger tapestry of life.



Mentors and mentees at the Statehouse with Rep. Tricia Farley-Bouvier

**"The wisdom and experience my mentor shares with me has helped me navigate challenges. I'm so grateful to have them in my life. I know they genuinely care and want to see me succeed."**

—PCC Mentee



## STRENGTHENING OUR SUSTAINABILITY

# Ensuring Opportunity with Kids 4 Harmony

**T**he Kids 4 Harmony program is an investment made by 18 Degrees and generous donors and partners over the last twelve years that has withstood the test of time. This ensemble-based string music program focuses on musical excellence, student development, and family support. Kids 4 Harmony connects talent with opportunity for students in Pittsfield and North Adams.



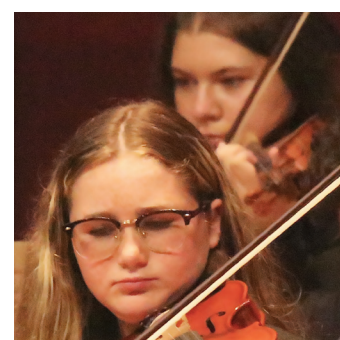
**"Kids 4 Harmony taught me the self-discipline required to play an instrument. Early on, I would just show up and play and that was good enough for me. Then, one day I messed up badly on an audition and that motivated me to push myself and practice more. When I was in second grade, I wouldn't have thought that I'd be heading to college for music performance. Kids 4 Harmony helped me find out what I wanted to do with my life."**

—ETHAN, graduated '24 senior attending the University of Missouri, Kansas City



**"The proudest moment for me is seeing Jaden engaged with all his friends and teachers. They are like family now. It has been a life changing experience for Jaden as well as for us."**

—LUBIA, K4H Parent



**"I've grown so much in a short amount of time. I would tell a new beginner to never give up and keep trying your hardest no matter what."**

—ANNABELLE, 5th grade

**67**  
STUDENTS SERVED

**700+**  
hours of social-emotional learning curriculum provided

**10**  
local performances plus additional opportunities such as: Youth Orchestra Los Angeles, Longy School of Music at Bard College, and more!

**100%**  
of students say K4H helped them get to know new people.

**83%**  
say they have more confidence in school because of the program.





SUPPORTING AND GROWING OUR STAFF

# Developing Our Future Leaders

We are committed to investing in our workforce of more than 150 staff who help us carry out our mission. 18 Degrees cultivates staff to be leaders and learners as they advance their careers.

- Last year, we paid 18 Early Education & Care staff while they furthered their professional development. Some became certified teachers while others earned their associate degrees.
- Staff have access to discounts and tuition remission at state universities through our partnership with the Provider's Council and Springfield College.
- Our online learning software provides over 2,000 courses for staff to stay current on evidence-based best practices and advance their skills.

When staff turnover during the pandemic left gaps to be filled, our leadership and human resources took a bold step with the creation of the first 18 Degrees Leadership Cohort. Weekly meetings September through June provide professional development opportunities with classroom training, speakers, and outside reading and course work. The initiative was a tremendous success, inspiring an annual program.

Through the Leadership Cohort, we aim to nurture our internal talent, ensuring a robust succession plan to develop tomorrow's leaders.

## 2023-2024 LEADERSHIP COHORT PARTICIPANTS:

- **Sarah Kelley**  
*Program Director, Berkshire Community Centered Family Support*
- **Liz Cole**  
*Clinical Supervisor, Adoption Management Services*
- **Jennifer Swetland,**  
*Program Director, Pioneer Valley Community Centered Family Support*
- **Tammy Martin-Bartlett**  
*Program Manager, Family Resource Center*
- **Sean Elligers**  
*Artistic Director, Kids 4 Harmony*
- **Amy Guachione**  
*Court Appointed Special Advocate Director & Volunteer Coordinator*
- **Gail Krumpholtz**  
*Mentor Coordinator, Pittsfield Community Connection*
- **Danielle Butler**  
*Assistant Director of Childcare Services*



**“Because of the Leadership Cohort, I am even more committed to being an agency ambassador, keeping our compass points in mind daily; holding myself accountable, finding courage to step out of my comfort zone and leading with integrity. We are always better together.”**

**–Tammy Martin-Bartlett,**  
*Program Director, Family Resource Center*



**“All our amazing volunteers make a difference across many areas of our work. Thank you, volunteers, for your dedicated service!”**  
**–Amy Guachione, CASA Director and Volunteer/Intern Coordinator**

## OUR VOLUNTEERS

- |                         |                       |                       |                        |                             |
|-------------------------|-----------------------|-----------------------|------------------------|-----------------------------|
| Mary Lou Accetta        | April Einstein        | Steven Kerner         | Marissa Dubecky Meehan | Jane Tekin                  |
| Nevaeh Aldrich          | Maria Encalada        | Christopher King      | Maria Menaca           | Nancy Tierney               |
| Esther Altman           | Grace Enchill         | Alexa Knight          | Monica Mendez          | Michael Trainor             |
| Lindsay Avery           | Dan Entwisle          | James Kolesar         | Kaitlyn Milette        | William Travis              |
| Barbara Babb            | Theresa Fasano        | Gail Krumpholz        | Jon Patrick Millburg   | Elizabeth A. Tully          |
| Whitney Battle-Baptiste | Amanda Feeley         | Grace Krzanik         | Kelly Minahan          | Dorcas Ujiji                |
| Eleanor Beams           | Elizabeth Filkins     | Paula Jane Kurasch    | Joan Morgan            | Diana Wall                  |
| Brian Berkel            | Dre Finley            | Randi M. La           | Alison Mulcahy         | Ray Wang                    |
| Ginamarie Bocchino      | Mariah Auman Fogg     | Lanny Lambert         | Karen Murray           | Dorothy Weber               |
| William Bodine          | James Fowler          | Eric Lamoureux        | Scott Murray           | Diane Wespiser              |
| Robert Bogomolny        | Laurie Gallagher      | Brenda Landes         | Elizabeth Neiderman    | Kaitlyn Marie Wheeler       |
| Sandra Bonilla          | Ann Gallo             | Jamie Laprade         | Alejandra Nozyce       | Elizabeth Wojtkowski        |
| Janis Bowersox          | Jennifer Goewey       | Maureen Lee           | Rachel Olander         | Elizabeth Xicotencatl-Reyes |
| Pamela C. Breslin       | Wylie Goodman         | Daniel Lenois         | Lesley Oransky         | Lingrui Xie                 |
| Deborah Buccino         | Amy Guachione         | Shela Hidalgo Levante | Jason Ostrander        | Evan Young                  |
| Nancy Bullock           | Linda Gunderson       | Linda Levesque        | Monica Palansky        | Nicole Zhou                 |
| Jill Cancellieri        | Elizabeth Halla       | William Levy          | Lynn Pandell           |                             |
| Kevin Carlin            | Radcliffe Harewood    | Mary Lo               | Zoelie Prairie         |                             |
| Claudia Vance Cass      | Maggie Hayes          | Buffy D. Lord         | Mary Jo Ramos          |                             |
| Destiny Charron         | Kristine Hazzard      | Susan Magazine        | Tobias K Reutter       |                             |
| Lisa Chen               | Elizabeth Herland     | Maria Maisonet        | Cheryl Richards        |                             |
| Nicole Chernisky        | Amy Herring           | Rachel Malley         | Colleen Rossi          |                             |
| Jeanne Chivers          | Katie Higgins         | Audrina Maloney       | Timothy Ryan           |                             |
| Nancy Cohen             | Michael Higgins       | Kathleen Maroney      | Emma Safran            |                             |
| Sandra Cohen            | Alanna Mildred Holmes | Khloe Martin          | Neycha Santos-Plouffe  |                             |
| Benjamin Colon          | Allison Hope-Eagan    | Ray Martin            | Dawn Schoorlemmer      |                             |
| Linda G. Conway         | Bryan House           | Robin Martin          | Michael Scott          |                             |
| Claudia Coplan          | Jalisa Jessup         | Kathleen Mathews      | Teri Scott             |                             |
| Lori Cote               | Alexis Johnson        | Ellen Maxon           | Audrey Shadle          |                             |
| Gretchen Rennell Court  | Rachel Kaufmann       | Carol Maynard         | Maxwell Sheldon        |                             |
| Nathan Cracolici        | Ria Kedia             | Kate Mayne            | Mia Shepherd           |                             |
| Jamie Davenport         | Francine Kelleher     | Mollyrose McCarthy    | Mark St Germain        |                             |
| Michael Dooley          | Paula Kelley          | Ava McCaul            | Marianne Stec          |                             |
| Sophia Duclos           | Noreen Kelly          | Barbara McMahon       | Sami Strout            |                             |
| Shirley Edgerton        | Mario Kelsey          | Susan Mechanic-Meyers | Kailey Sultaire        |                             |

**168**  
volunteers provided  
6,600+ hours to advance  
our mission

**56**  
children in Berkshire County  
Juvenile Court had a  
Court Appointed Special  
Advocate (CASA) advocating  
for them thanks to our over  
30 CASA volunteers.

- KIDS 4 HARMONY  
ADVISORY COMMITTEE**
- Linda G. Conway,  
*Co-Chair*
- Dr. Dorothy Altman Weber,  
*Co-Chair*
- Edward J. Bride  
Sheila Heffernon  
Susan Lombard  
Jane Mayer  
Philip McKnight  
Dr. Carolyn Newberger  
Dr. Eli Newberger  
Penny Pincus  
Elizabeth T. Selkowitz  
Carole Siegel  
Carol Smokler  
Ken Stark



# DONORS

Thanks to our contributors who generously supported our mission between July 1, 2023 and June 30, 2024.

## \$25,000+

Jim Chervenak  
Linda G. Conway  
Barbara and Amos Hostetter  
Josephine & Louise Crane Foundation  
Phil and Kathy McKnight  
The Green Foundation

## \$15,000 - \$24,999

Ellen J. Bernstein  
Dean Foundation for Little Children, Inc.  
Sara Hathaway  
Edward and Susan Kopelowitz  
The Feigenbaum Foundation

## \$10,000 - \$14,999

Bud Ackerman Fund  
Christine and Tack Burbank  
The Gru Fund  
Gilson Family Foundation  
Guardian Life  
Linde Family Foundation  
Donald C. McGraw Foundation and Elizabeth and Robert McGraw  
The Malley Family Foundation

## \$5,000 - \$9,999

Anonymous (2)  
ABC Clothing Shop  
Nancy and Peter Finn  
Greylock Federal Credit Union  
Werner and Karen Gundersheimer  
Lee Bank  
Jane and Robert J. Mayer, M.D.  
MountainOne  
Eric Nelson and Joseph J. Mursko  
Penny and Claudio Pincus  
William E. Schrafft & Bertha E. Schrafft Charitable Trust  
Carol and Irv Smokler  
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The Ruth Krauss Foundation, Inc.  
Rebecca and Mike Thompson  
Dr. Dorothy Altman Weber, in memory of Stephen Weber

## \$2,500 - \$4,999

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BBE Office Interiors  
Berkshire Bank Foundation  
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Community Access to the Arts  
D'Addario Foundation

Boston Gourmet  
Larry and Rosemary Harnett  
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Huntington Tracy Foundation  
Jewish Women's Foundation of Berkshire County  
Susan and David Lombard  
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Mill Town Foundation, Inc.  
Perry Fund for Others  
David and Nancy Ratner

## \$1,000 - \$2,499

Anonymous (3)  
Michael and Courtney Addy  
Lawrence Altman  
Ann Appelbaum and Neal Borovitz  
James and Margaret Beauregard  
Berkshire Community College  
Berkshires Jazz  
Bounti-Fare Restaurant & Catering, La Cocina Reunion  
Jane Braus  
Duncan and Susan Brown  
Izinna Degraffenried  
David and Anne-Marie Delvecchio  
Chet and Joy Douglass  
Dr. Fredric Fagelman and Nancy Fagelman  
James Fowler  
Harold Grinspoon and Diane Troderman  
Sherwood Guernsey  
Mela and Paul Haklisch  
Kristine and Larry Hazzard  
Sheila Heffernon and Bill Hattendorf  
Allen and Valerie Hyman  
Jane Iredale and Robert Montgomery  
James Powers Testamentary Trust, in memory of Nora Mazzer Powers  
Elias Lefferman and Crocus Hale  
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Marcella B. Merker Revocable Trust  
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Jacqueline and Jaan Metsma  
Fiona Morgan Fein  
Drs. Carolyn and Eli Newberger  
Nonprofit Center of the Berkshires  
Fred and Elaine Panitz  
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Claudia Perles and Gerry Fultz  
Price Chopper's Golub Foundation  
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Laura Rosenthal and Jim Himel  
Carol and Richard Seltzer  
Donald and Arlene Shapiro

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Edward and Carla Slomin  
Craig Smith and Family, in memory of Virginia Stanton Smith  
Sourcepass  
Doris Stark  
Ken Stark  
Nancy Stark and Stanley Iezman  
The Strassler and McNulty Families, in memory of Lorna Strassler  
David H. Strassler, in memory of Lorna Strassler  
The Dobbins Foundation  
Town Fair Tire Corporation  
John Tullock  
Michael and Clare Tullock  
Harriet Wetstone  
Women's Club of the Berkshires  
Richard Ziter, M.D. and Eric Reimer

## \$500 - \$999

Anonymous (2)  
Susan Abramowitz and Aaron Gurwitz  
Linda J. L. Becker  
Berkshire Community Action Council  
Paul and Phyllis Berz  
Pamela Breslin, in memory of Dr. Andrew J. Breslin  
Drs. Deborah Buccino and Eric Plakun  
Mary Jo Carpenter  
Rebecca Cellana  
Jim Mahon and Paula Consolini  
C. Jeffrey and Judith Cook  
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Pat Krol and Steve Chiumenti

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Eugene Leibowitz, M.D.  
Melissa Letalien  
William Levy and Karen Kelly  
Caitlin and Dusty Lopez  
Buffy and Scott Lord  
Massachusetts College of Liberal Arts  
Nancy J. McIntire  
Karen Richards  
J. Frank and Linda B. Russell  
Betsey Selkowitz  
Stephanie Steed  
Elizabeth Strauch  
The Brien Center  
UMass Amherst Community Campaign  
Renata Vontscharner and Peter Munkenbeck  
Alexandra Warshaw  
William Pitt Sotheby's International Realty Group  
William and Adrienne Wootters  
Sharyn Zunz

## Local Funding

Berkshire Taconic Community Foundation  
Berkshire United Way  
Boston Alliance for Gay, Lesbian, Bisexual and Transgender Youth  
Cultural Council of Northern Berkshire  
Mass Mentoring Partnership  
Massachusetts Afterschool Partnership  
Northern Berkshire United Way  
Pittsfield Cultural Council  
United Way of Franklin & Hampshire Region  
Williamstown Community Chest

## Public Funding

City of North Adams  
City of Pittsfield  
MA Children's Trust Fund / The Children's Trust  
MA Department of Children & Families (DCF)  
MA Department of Early Education and Care (EEC)  
MA Department of Elementary and Secondary Education (DESE)  
MA Department of Public Health (DPH)  
Massachusetts Cultural Council  
North Adams Public School District

## In Memory of Stephen Weber

Lawrence Altman  
Linda G. Conway  
Deborah Anderson  
Fredie Kay  
Richard Arnold and Ruth Levine Arnold  
Sharon Blumenthal  
Sarah and Ryan Frederick

*Our printed donor roll reflects donors who gave \$500 or more as well as notable memorial tributes received in Fiscal Year 2024. For our full list of donors, please visit [18degreesma.org](http://18degreesma.org).*

# Financial Snapshot

Income and Expenses for the Years Ended June 30, 2024 and 2023

	FY24	FY23
<b>INCOME</b>		
United Ways	\$129,429	\$151,464
Contributions	\$433,683	\$327,447
Grants	\$363,940	\$289,748
Government contracts	\$9,410,024	\$8,310,717
Service fees	\$91,168	\$138,418
Investment income, net	\$149,185	\$61,903
Other income*	\$2,203,427	\$1,661,755

**Total Income** **\$12,780,856** **\$10,941,452**

<b>OPERATING EXPENSES</b>		
Program expenses	\$9,032,537	\$8,463,334
Core mission support	\$1,527,422	\$1,512,966
Fundraising	\$141,625	\$116,794

**Total Operating Expenses** **\$10,701,584** **\$10,093,094**

**Subtotal Excess** **\$2,079,272** **\$848,358**

Extraordinary items \*\* — \$9,411

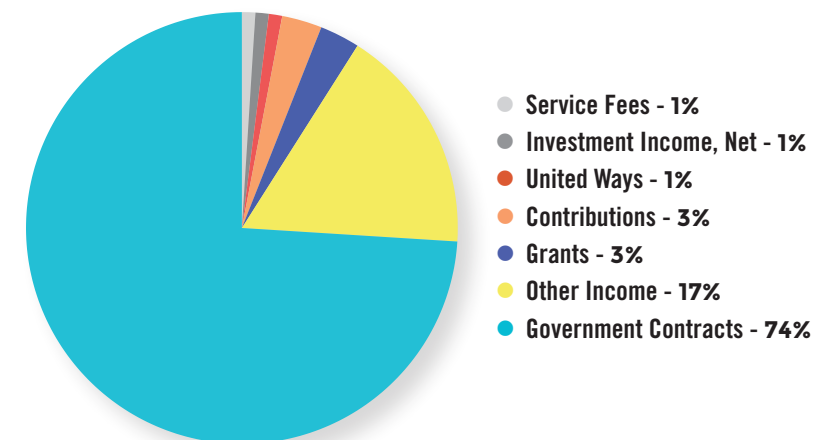
**Total Excess** **\$2,079,272** **\$838,947**

*The above is an excerpt from 18 Degrees' financial statements for the years ending June 30, 2024 and 2023. A complete audit report is available upon request.*

*\*Other income includes payments from the Employee Retention Tax Credit*

*\*\*Payments for professional services related to the Employee Retention Tax Credit*

## 2024 OPERATING SUPPORT





# OUR LEADERSHIP

## 2023-2024 BOARD OF DIRECTORS

**Sheila Heffernon**  
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*Vice Chair*

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*Treasurer*

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**Dr. William Levy**

**Buffy D. Lord**

**Susan L. Magazine**

**Dr. Carolyn Newberger**

**Carole Siegel**

**Kenneth Stark**

## SENIOR TEAM

**Stephanie Steed**  
*President and CEO*

**Gina Blake**  
*LICSW, Senior Vice President*

**John Cadiz**  
*SHRM-SCP, Director of Human Resources*

**Sarah Frederick**  
*Vice President of Advancement*

**Bryan House**  
*Vice President of  
Youth Development Programs*

**Alison Mengel**  
*LICSW, Vice President of Programs*

**Benjamin Wax**  
*Vice President of Finance and Operations*

**Elise Weller**  
*Senior Director of Early Education and Care*

# Our Story

Our name, 18 Degrees, reflects on where the sun stands just below the horizon at daybreak. It's our privilege to meet people in moments of life where it may be more dark than light with a promise that for them and for all of us, the light will grow from the start of each new day.

# What We Do

18 Degrees promotes the well-being and strengths of people in Western Massachusetts. Through education, resources, support, and advocacy we serve our communities in four areas:

- **Early Education & Care**
- **Foster Care & Adoption**
- **Child & Family Well-being and**
- **Youth & Community Development**

# Support Our Mission



Scan the code to donate.

For more ways to give, visit our website.



## BERKSHIRE COUNTY

480 West Street  
Pittsfield, MA 01201  
(413) 448-8281  
Fax: (413) 445-5404



[18degreesma.org](http://18degreesma.org)

## PIONEER VALLEY

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