



CATHOLIC ACADEMY
OF BRIDGEPORT

2021-2022 Annual Report



Our school mission

The four campuses of the Catholic Academy of Bridgeport provide a Christ-centered, academically rigorous learning environment where cultural diversity is welcomed and celebrated. Students are nurtured, encouraged and challenged in preparation for a successful life of leadership and service.

Our student mission

I am a Catholic Academy of Bridgeport student. I am worthy of the love of God. I am worthy of an excellent education. I am worthy of respect from my classmates and teachers. I recognize my obligation to return that respect and to reflect the light of Christ by living a successful life of leadership and service to others.

Welcome Message

As Bishop of the Diocese of Bridgeport and Chair of the Board of the Catholic Academy of Bridgeport, we are pleased to share with you our Annual Report for the 2021-2022 academic year.

During this past school year, the Catholic Academy of Bridgeport continued to provide a high quality education and support to our PreK-8 students and their families. Enrollment grew considerably, in part due to the Academy's COVID response, when in-person instruction remained in place. We are truly grateful to our faithful donors for providing additional financial assistance to our families experiencing greater need due to the pandemic. With your generous contributions, the Academy provided over \$2.5M in funds for need-based student financial assistance this past year, up 17% from the year before, and in line with our gain in enrollment.

The Board, Executive Director Angela Pohlen, and the Academy's four principals know that the success of our school depends on having excellent teachers who provide superior academics. Under Angela's leadership, our new Merit Pay initiative has been launched, and will serve to better attract, recognize and reward our teachers and their incredible achievements. The financial investment needed to fully implement Merit Pay in the years ahead is significant, but we look forward to the many benefits that it will bring to our Academy and our students. The Academy

is now standardized across all campuses in curriculum and materials in ELA and Math. We will review Science and Specials this coming year and Religion and Social Studies in 2023-24. Lastly, with funding from one of our generous donors, the Academy is working toward better being able to foster racial equity on our campuses through work with our consultant, Thought Partner Solutions.

The Board and staff members together are ensuring that the Academy expands its mission in Bridgeport and creates a bright future for thousands more students. We are thrilled with our projected enrollment of 912 students for the 2022-23 school year, up from 800 two years ago. With your continued support and prayers, we look forward to financing future growth and changing the lives of more students and their families in the years ahead.



THE MOST REVEREND FRANK J. CAGGIANO
BISHOP OF BRIDGEPORT



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**through June 30, 2022*



Pictured (l to r): Mr. Gene Holmes (Principal, St. Andrew campus), Dr. Allison Hurtt (Principal, St. Augustine campus), Mrs. Angela Pohlen (Executive Director, CAB), Mrs. Patricia Griffin, (Principal, St. Ann campus), Sr. Elizabeth Doyle (Principal, St. Raphael campus)

Onto the “*Impossible*”

The last two years of school at the Catholic Academy of Bridgeport can be summed up in a quote by St. Francis of Assisi: “Start by doing what’s necessary, then what’s possible, and suddenly you’re doing the impossible.”

We’ve moved on to the seemingly impossible, which we know is never truly beyond our reach with God. We experienced an 18% increase in enrollment in the 2021-22 school year. Whereas many schools experienced an increase in enrollment when COVID-19 forced public schools to close, our spike happened when all schools were fully back in session. Families didn’t resort to us — they chose us. And that is not an accident. We have made strides educationally, and our campuses remain places where the safety and well-being of all is paramount. Our incredible marketing and enrollment teams got the word out to the community about our success — in multiple languages — and families responded. Moreover, thanks to the diligent work of our enrollment coordinator and the staff on our four campuses, the admissions process has been streamlined to be efficient, easy and accessible. Circumstances may breed opportunity, but hard work sees opportunity through to achievement.

We continue to prioritize the right things: our students and the professionals who are charged with their care. Social-Emotional Learning remains an integral part of the daily operations at the Academy because we know that only children

who are physically and emotionally safe can learn to their potential.

Our schools remain places of learning, laughter, joy and faith. Masses are held regularly where children are given the vital opportunity — no matter their own personal faith expression — to take time to focus outside themselves, give thanks, share their burdens and grow in their personal relationship with God. It is the model of love held as the exemplar for every other relationship they will forge, so especially necessary for life outside our walls. Our students are changing the world, and we will be the lucky beneficiaries of their goodness.

I wish to thank all of you for your prayers and devotion in helping us achieve what others would deem “impossible.” I hope that as you review this Annual Report, you will be proud of the impact you are helping us make in the lives of over 900 children and their families. It is a privilege to work in the vineyard with you.

ANGELA POHLEN
EXECUTIVE DIRECTOR



Merit Pay Committee (pictured l to r): Teachers Marianne Licare, Devin Lynch, Shannon Maloney, Jen Barnum, Shannon Giordano, Mary Faulkner, Karen Corcoran, and CAB Executive Director, Angela Pohlen. (Not pictured: Katarzyna Mroszczak)

Merit Pay Program

During the 2021-22 school year, a teacher-led steering committee representing each CAB campus and grade level (*pictured above*) regularly met to create the structure and rubrics of our new Merit Pay program. The goal of MP is to attract and retain top teachers, and provide competitive compensation for desired student outcomes. The cost to implement the initiative is \$1.3 million over 5 years and \$4 million over 10 years, and CAB secured several multi-year gifts last year toward this funding effort.

2022 Data Dashboard

87%

of CAB families live at or below the poverty level



\$40,273

is the mean income for a CAB family



100%

of CAB students qualify for the federal free lunch program

\$2.5M

must be fundraised each year for the need-based financial assistance

92%



of CAB students identify as People of Color

93%

of students receive financial aid in order to be able to attend CAB

40%

of CAB family students are non-Catholic

\$2,854

is the average financial aid award for a family at CAB



Finding “*Something More*”

Omayra and Reynaldo Bauza always hoped they could provide a faith-based education for their son, Robert. The couple both attended public schools growing up — Omayra in Bridgeport and Reynaldo in his native Puerto Rico. But when it was time to find a school for Robert, they looked for one that would partner with them and offer a curriculum that supported the values they strove to teach at home. After considering location and affordability, and comparing Catholic, public, private and charter options, they ultimately chose the Catholic Academy of Bridgeport.

“We knew CAB would provide Robert with a solid academic foundation, extra-curricular options, a safe, supportive environment and a focus on developing character, emotional intelligence, values, faith and leadership skills,” said Omayra.

Robert started at CAB in PreK and graduated from its St. Augustine campus in 8th grade this past June. “Each year was a building block,” said Omayra. “Robert gained an understanding that God is with him in whatever he does, and he was challenged intellectually. CAB teachers support students in every way, and [Principal] Dr. Hurtt builds positive relationships through clear communication with students and parents.”

Robert was particularly interested in STEM while at CAB. “I was lucky to have daily access to STEM classes,” he said. “I learned how math, technology, engineering and science all work together in real-life situations and was introduced to skills like 3D design, which I know will be useful for years to come.”

Robert also was drawn to community service while at CAB. “Through a Little Friends Club I joined in 4th grade, I wrote thank you letters to veterans, prepared personal care packs for the less fortunate and did other service-related activities. The club really had a lasting impact on me, and I continue to volunteer at my parish, St. Charles Borromeo.”



When considering high school options, Robert hoped to find a school with the same sense of community he enjoyed at CAB, and a place he could thrive academically and socially. After receiving acceptances from several private high schools, Robert chose to attend Notre Dame Fairfield, where he was accepted into the Academic Honors Program.

“When I graduated from CAB, I felt very prepared to start high school. I will always be grateful to Dr. Hurtt and all the teachers for helping me be my best self, and for all the lifelong friends I made along the way.”

The Bauzas feel confident Robert will continue to succeed in school based on the strong foundation he received at CAB. “We know the generosity of many donors makes it possible for students to have the resources they need to achieve success, whether providing Chromebooks for students to use during the school year or sponsoring a child who might not otherwise have the opportunity to attend. We wholeheartedly encourage parents to pursue a CAB education for their child. It really *is* possible!”

A Year in *Development*

This year, the Catholic Academy of Bridgeport carefully and strategically reviewed all aspects of its Development Department: assessing existing programs, personnel and infrastructure, evaluating systems and processes already in place, and creating a road map for the future.

While we look with hope and excitement to the year ahead, we are keenly aware of accomplishments in 2021-2022. We met our fundraising goals, notably attracted new donors and guests to our events, obtained additional multi-year gifts to our Merit Pay program and intentionally worked to make

significant inroads with our alumni. All of this and more was only possible because of the faithfulness and support of many generous donors, friends and foundations. We are deeply grateful to each of you. Thank you for allowing us to provide “Something More” to our children in Bridgeport.



July 1, 2021

CAB's Leaders of Tomorrow program is rebranded as Rising Stars. 100% of donors generously choose to continue sponsoring their current student(s) by helping to subsidize the cost of each sponsored child to attend our school.



October 4, 2021

CAB names two students as “Bishop Frank J. Caggiano Scholars” during an intimate dinner at Polpo in Greenwich. Alumna Magdalena Dutkowska '14 inspires those in attendance with her success story.



October 19, 2021

First “Alumni Cocktail Catch-Up” held at Tashua Knolls Golf Club, followed by several informal “Alumni Meet-Ups” in the months that follow.





October 20, 2021

With a grant from the Tauck Family Foundation, CAB hires Development consultant, The Angeletti Group, in an effort to strategically reimagine fundraising efforts and create long-term sustainability for our overall Development program.



May 16, 2022

At our 10th Annual Golf Classic, we honored Sheila Clancy and June and Jack Heffernan and broke school fundraising records: More than \$1.37 million was raised, including a \$1M donation from the Heffernan's for an endowed scholarship in honor of Sr. Joan Magnetti, CAB's former Executive Director and current Coordinator of Major Gifts.



March 3, 2022

We honored Marylou Queally Salvati and the Tauck Family Foundation at our first-ever hybrid Roaring 20's Dinner & Auction. Another first: 70% of our guests were first-time attendees, and virtual participants tuned in from CA, CT, FL, GA and NY. CAB raised \$425,000 for student scholarship.



Financial Summary



Revenue, Support & Expenses

July 2021 - June 2022

REVENUE AND SUPPORT

● Family Tuition and Fees	\$2,160,613
● Contributions for Scholarships and Fundraising Activities	\$3,039,051
● Contributions from the Diocese through Annual Catholic Appeal	\$334,102
● Other Auxiliary Revenue	\$887,259
● Endowment Distribution to Operating	\$269,500

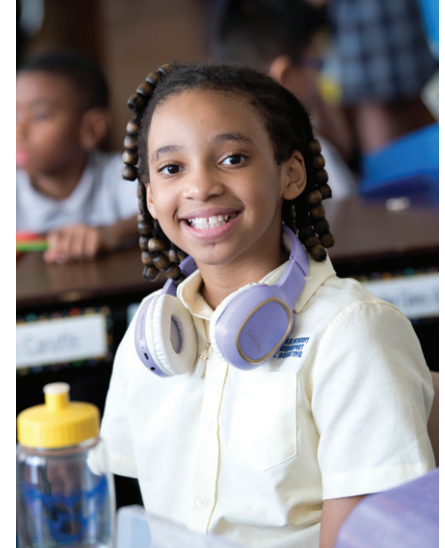
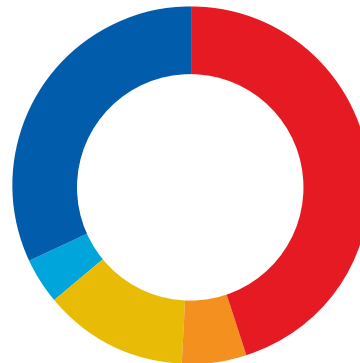
TOTAL REVENUE \$6,690,525

EXPENSES

● Compensation and Benefits	\$5,148,622
● Other Expenses	\$1,521,862

TOTAL EXPENSES \$6,670,484

NET INCOME (LOSS) \$20,041



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Gifts by Amount

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This list contains names of donors from July 1, 2021 - June 30, 2022. We have tried to include all names. If we inadvertently omitted yours, please pardon us and call 203-362-2990. Thank you.



Why I Teach

at Catholic Academy of Bridgeport

PEACHES BERNARD
7th-grade teacher on CAB's St. Augustine campus

Favorite quote: "Everything you need to accomplish your goals is already in you."

"My love for teaching started years ago. Whether it was helping my six children with their homework or assisting neighborhood kids with their summer packets, I always was drawn to teaching. So, after spending 26 years as a respiratory therapist, I went back and earned a Masters in Elementary Education and have worked at the Catholic Academy of Bridgeport ever since. CAB is very supportive of its teachers. We are encouraged to challenge our students to become problem-solvers and critical thinkers, and thus excel in other areas. I believe we can do so much for students here. We have a rigorous curriculum, a safe learning environment and camaraderie among the faculty and staff. It's important to build teams of teachers who are collaborative and consistent, and each of us sees each other as partners — our students deserve that. And with the new Merit Pay initiative, there is no longer the allure for CAB teachers to leave for a higher-paying position elsewhere. The challenge now is to let teachers — especially younger teachers coming out of college — know that CAB's Merit Pay program is competitive and meaningful. And if Merit Pay can continue to attract teachers who are dedicated to our mission, that benefits everyone."



EXECUTIVE OFFICES
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Thank you for
your support!

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