



the next few weeks and we will announce decisions in early December. Good luck to all who applied and thank you for your enthusiasm for outdoor play!

[Learn More](#)

## ***United Way of Rhode Island hosts “Nonprofit Strategies to Address New Federal Overtime Regulations”***



Our partners at the United Way will be hosting an information session on Monday, November 28th from 1:00pm to 3:00pm at their offices on Valley Street in Providence. The session is designed to support Rhode Island non-profits with implementation of the Labor Department’s new regulations on employee eligibility for overtime compensation which go into effect on *December 1, 2016*.

“While the regulations apply to both for-profit and nonprofit organizations, these new regulations will have significant budgetary implications for many nonprofits, who have previously classified many low- to mid-range employees as salaried, and therefore ineligible for overtime compensation.

As the implementation deadline approaches for these regulations, please take advantage of this opportunity to ask last minute questions. There will be several legal and human resource experts from local firms and corporations who have volunteered their time to help nonprofit staff think through options and budgetary implications for addressing employee situations affected by the new regulations.”

**Registration is required.**

[Click Here to Register](#)

## ***Infant/Toddler Corner – Enhancing Development through Design***



It is no secret that high quality spaces have a profound impact on the development of infants and toddlers, but we rarely acknowledge the impact poorly designed spaces have on the staff. In an excerpt from the article, *Enhancing Development through Design in Early Head Start*, we are able to get a better understanding of this issue and how to move forward with creating a better space for all.

“In poorly designed environments, well-intentioned staff members experience ongoing frustration because they find themselves spending a great deal of time "managing" the children in order to avert problems, which leaves less time for building emotionally supportive relationships and providing optimal learning experiences. Inadequate classrooms force teachers to act as magicians, entertainers, and disciplinarians -- not leaving them with enough time to be educators.”

Please take a moment to read this article by Louis Torelli, M.S.Ed, a former early head start teacher and cofounder of Spaces for Children about his experiences with space as an early childhood educator.

[Read More](#)

## ***What's New in Health and Safety? The Natural Conundrum***

With the growing movement to more natural play spaces many centers are facing a challenge when it comes to implementing the design and understanding how it relates to playground standards and general maintenance. Check out this article written by Jay Beckwith at Playground Professionals to learn more about the trials and tribulations of developing a natural playground.



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## ***Building a Better Business – Capital Campaigns***



Often, the biggest challenge to developing or improving a child care facility is raising enough money to pay for it. Many organizations needing a new or improved facility carry out a “capital campaign” – an organized effort to raise a substantial amount of one-time funding to cover the costs of a building project. There are two primary phases for this kind of campaign:

### **1) Initial “Quiet” Phase:**

- Major commitments are sought early on, through face-to-face meetings with potential donors by the organization’s executive director and volunteer leadership including board members
- Rules of thumb:
  - Roughly 60 percent of the total target should be raised from 15 or 20 “top” contributors
  - The very top gift should be between 10-15 percent of the total

### **2) "Public" Phase:**

- Once a significant proportion of lead gift pledges are in hand, the campaign moves into its “public phase”, when a wider fundraising drive is launched to attract numerous smaller donors
- The public phase is usually marked by a press conference, mailings, social media posts, and special events

The traditional capital campaign described above can be challenging for small child care organizations without significant individual donors or established fundraising networks.

Read more about fundraising and capital campaigns in our resource guide, *Child Care Center Facilities Development and Financing*.

## Read More

If your organization is ready to launch a capital campaign, contact our technical assistance team through our website.

## Contact Here

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***Our entire eNEWS catalog is available on our website.  
Be sure to [check it out here!](#)***

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## About RICCELFF

*The Rhode Island Child Care and Early Learning Facilities Fund (RICCELFF) is an innovative public-private partnership dedicated to expanding access to quality child care and early education opportunities throughout Rhode Island. The RICCELFF provides the capital and technical expertise that child care and early learning centers need to improve the quality and capacity of their physical space. The RICCELFF provides a combination of training, technical assistance, grant funding and flexible, affordable financing for a wide range of indoor and outdoor projects including minor renovations or construction of new, state-of-the-art facilities and playground spaces. [Click here](#) to learn more about what the RICCELFF can offer your program.*

LISC Rhode Island Child Care & Early Learning Facilities Fund | 146 Clifford Street  
Providence, RI 02903 | [riccelff@lisc.org](mailto:riccelff@lisc.org) | [riccelff.org](http://riccelff.org)

