MISSION

Nurtury gives Greater Boston’s youngest children in need, from birth to age five, the opportunity to reach their full potential by investing in school readiness, promoting healthy development, and strengthening families.

Nurtury is a recognized leader in early education and care. Our achievements during the last century are benchmarks in the evolution of early care and education in the United States, and through our center-based and family child care programs, we have touched generations of children and their families.

EVERY YEAR we work with more than 1,200 of Greater Boston’s youngest, and in some cases, most vulnerable children.

Preparing our young students for success in life by investing in school readiness is central to the Mission of our center-based and family child care.

WHEN YOU NURTURE A CHILD, YOU NURTURE A COMMUNITY.
Dear Members of the Nurtury Community,

As one of New England’s longest standing early education and care programs, with six centers, and 120 family child care sites in Greater Boston, our commitment to creating and providing the most nurturing and transformative early education and care is unwavering.

We want you, our families, donors, corporate and foundation supporters, and community partners to be assured that our priority is to make a difference in the lives of our 1,200 children we serve each year. Our network of centers and family child care sites has been built on our long-held values of innovation, collaboration, compassionate care, and advocacy. We attribute much of our success to these cultural cornerstones as they deeply influence our service delivery and child outcomes.

We understand the importance of adding value in our neighborhoods by helping to prepare our youngest citizens for kindergarten and to share resources and opportunities their families need to build a better future. Our milestones, innovations, and progressive advocacy for children – particularly those who are most vulnerable are documented in this year’s Annual Report and captured in the pages to follow.

(continued on next page)
“Nearly fourteen decades of experience shows that empowering our youngest and most vulnerable children benefits the whole community.”

Though proud of our accomplishments this year and throughout my decade long tenure as Nurtury’s President & CEO, I recognize that making community based early education and care a universal priority is an ongoing journey. As I pass the baton to Interim President and CEO Mary Kay Leonard, and reflect on my 27 year career at Nurtury, our Board and workforce remain passionate about continuously improving our programs and working to make a positive, sustainable impact in our sector.

As always, I am grateful to you and our team of 130 teachers and administrators who embody our core values and bring our Mission to life day after day, year after year.

With an abundance of gratitude,

Wayne Ysaguirre
PRESIDENT AND CEO
Nurtury opened a nursery school for the children of working mothers, and became New England’s first early education and care agency. Since then, Nurtury has emerged as an industry leader, transforming childcare to include the delivery of high-quality educational programming to promote language, literacy, and social/emotional development. **During our 140 year history, Nurtury’s leadership has:**

**1920s**

- **Founded the National Association of Nursery Educators** – the precursor to the current National Association for the Education of Young Children (NAEYC), which is the leading professional organization in the field. NAEYC accreditation is the gold standard for early childhood programs in the United States.

(continued on next page)
1950s

Advocated for the first basic Child Care Standards law in Massachusetts.

Established the first early education center designed specifically to care for abused and neglected infants and toddlers. Almost 50 years later, this center continues to serve children and their families in and near the Mission Main housing development in Roxbury.

1960s

Established the first child care Quality Assurance Department in the country to train and assist other agencies to meet the highest standards of quality in early education.

1990s

Developed a state-of-the-art early learning center from the ground up. Located in the Mildred C. Hailey, (formerly Bromley-Heath) housing development, the facilities at Nurtury’s Learning Lab are exceptional for any neighborhood, but extraordinary in a public housing complex. Early education, parent support, and community engagement are hallmarks of this center.

2000s

(continued on next page)
Collaborated with other local agencies to establish the **Put Massachusetts Kids First campaign**. This coalition focuses on stabilizing and strengthening the early education workforce to improve outcomes for children who benefit significantly from qualified educators.

Received the **Community Recognition Award from ABCD’s Foster Grandparent Program** and were honored by the Massachusetts Housing Investment Corporation at their Celebrating Excellence in Community Development event for demonstrating that innovative environments and the highest quality programs for children and families can thrive in public housing.

**Nurtury's Central Office moved to Roxbury.** Our new location has the space, visibility and location we need to continue to make a difference throughout Boston.
Mayor Marty Walsh commemorated Nurtury's 140th anniversary by declaring May 9th to be Nurtury Day. We were honored to accept this proclamation and plan to celebrate our special day for the next 140 years.
NURTURY'S PROGRAMS ARE LOCATED THROUGHOUT GREATER BOSTON

CENTER-BASED PROGRAMS

436 Tremont Street
Boston, MA 02116
T 617-357-8647
F 617-357-5561

1575 Tremont Street
Roxbury, MA 02120
T 617-732-1234
F 617-849-5521

243 Harvard Street
Cambridge, MA 02139
T 617-492-3935
F 617-492-0540

38 Horadan Way
Roxbury, MA 02120
T 617-445-1250
F 617-445-4764

11 Mt. Pleasant Avenue
Roxbury, MA 02119
T 617-427-4300
F 617-427-0007

LEARNING LAB

33 Bickford Street
Jamaica Plain, MA 02130
T 617-477-3115
F 617-522-3854

FAMILY CHILD CARE OFFICES

70 Everett Avenue
Suite 504
Chelsea, MA 02150
T 617-889-4884
F 617-889-0634

2201 Washington Street
Roxbury, MA 02119
Suite 306
T 617-603-4676
F 617-695-9590

Central Office
2201 Washington Street
Suite 306
Boston, MA 02119
T 617-695-0700
F 617-695-9590
IMAGINE

A NIGHT FOR NURTURY
Bringing together individuals, institutions, community influencers, government officials, friends, and supporters of Nurtury for a single evening, we stood together on behalf of children, families, and our community.

MAY 9, 2018

More than 125 guests gathered for a fun and festive evening in our flagship center – The Nurtury Learning Lab. Thanks to our corporate and individual sponsors, our event featured delicious food and drink, live music, and a silent and live auction.

It was a huge success raising $135,000 for our six centers and 120 family child care sites who rely so heavily on the this funding throughout the year. The event showcased the great work being done by our committed staff and educators, and honored our Nurturer of the Year, United Way of Massachusetts Bay and Merrimack Valley and its President, Mike Durkin.

Thank you to our lead sponsors, our board members, teachers, parent partners, administrators, and volunteers for making the evening such a success.
A. Nurtury’s Family Childcare staff celebrate the year’s accomplishments.
B. Denise Jackson shared her story of being a Preschool Expansion Grant teacher at the Learning Lab.
C. It is all smiles for Luz Lao, Reina Ortiz, and Jaye Smith as the night brings together Nurtury’s longstanding staff.
D. The Children’s Art Auction showcases our future Picassos, and helps raise funds for our art program.
E. Volunteers extraordinaire Paul McCoy and Wendy Moran.
F. Our friends from the John Leonard Agency and Board Member, Bruce Blaisdell.
G. Guests are invited to put some bling on their name tag.
Event planning takes place months in advance. Thank you to the special efforts of our board members, teachers, parent partners, administrators, and volunteers who made the evening such a success. A special thanks goes out to these volunteers:

**Sponsors**
- Margot Botsford
- Wayne and Jackie Budd
- Jeff Davis
- Mike Hill
- Lisa Krakoff
- Mela Lew
- Peter Pedro
- Gayle Slattery
- Aetna
- Boston Children’s Hospital
- Brown Rudnick
- Citizen's Bank
- Ipswitch, Inc.
- LMCG Investments
- Marsh & McLennan Agency | New England (Community Connections Foundation)
- Robert J. Devereaux Corp.
- The Sharma Group/Merrill Lynch Private Wealth
- United Health Care

**Supporters**
- Joe Darrigo
- Jeff Freedman
- Jonathan Lonske
- Harriet Tolpin
- Bink, Inc.
- DiCicco, Gulman & Company LLP
- Eaton Vance
- Elaine Construction
- Highfields Capital
- Lincoln Financial Group
- Reliance Standard
- RF Binder
- The Bowdoin Group
- The Community Builders
- Unum

**Anniversary Match**
David and Jill Adler
2018

ANNUAL TOY DRIVE
ANNUAL TOY DRIVE

Photo 1: KNF&T Staffing Resources has donated to the Toy Drive for the third year in a row. Photo 2: AAFCPAs showed their commitment to impact community service. Photo 3: Staff from John Leonard Employment Services deliver gift bags for the children at Nurtury.

Thank you to all of our partners who’s generosity brings holiday spirit to Nurtury’s children and families.

Each year, we are inspired by the kindness of our community of friends. This year, we received over 500 toys for our annual Holiday Toy Drive, which were given to the children in our six center-based programs. We are so grateful to our corporate and individual donors for their support, and look forward to continuing these relationships and growing the Toy Drive.

Sponsors

- AAFCPAs
- Boston Children’s Hospital
- Boston Language Institute
- Health Resources in Action
- KNF&T Staffing
- John Hancock Real Estate
- John Leonard
- JSC Transportation
- Small Army
FAMILY ENGAGEMENT

We know that the success of children and parents is intertwined. Nurtury’s team of Family Partners work one-on-one with parents in our six centers and 120 family childcare sites. Foundationally, the role of the Family Partners is to work with our families to identify resources that support them in their role as their children's first teachers and advocates to help strengthen their economic and social mobility. This year, Nurtury's family engagement team provided support and referral assistance to 1,615 parents.
FAMILY ENGAGEMENT

Through our network of community resources, we help parents secure housing, enroll in job training programs to obtain employment, access healthy food, sign up for health insurance, schedule medical appointments and other services to support children with development needs, and when necessary, obtain mental health services for themselves and their children. More than 41% of the parents followed through on the referrals to:

<table>
<thead>
<tr>
<th>Health, Wellness, &amp; Nutrition</th>
<th>Education</th>
<th>Clothing and Basic Needs</th>
<th>Housing</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Community Servings</td>
<td>• Nurtury</td>
<td>• Cradles to Crayons</td>
<td>• Residential Assistance for Families in Transition (RAFT)</td>
</tr>
<tr>
<td>Food services for families living with critical illnesses</td>
<td>Early education and care offered through Nurtury’s center-based and family child care, as well as aiding transition into kindergarten</td>
<td>Children’s clothing, backpacks, toys, and books</td>
<td>provides homelessness prevention</td>
</tr>
<tr>
<td>• Boston Children’s Hospital, Martha Eliot Health Center</td>
<td></td>
<td>• Family Boutique</td>
<td></td>
</tr>
<tr>
<td>Care for urgent and chronic issues, and wellness planning</td>
<td></td>
<td>Clothes and household items</td>
<td></td>
</tr>
<tr>
<td>• Smart from the Start</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Welcome Baby visits and other parent support and child enrichment</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

WHERE COMMUNITIES GROW // nurturyboston.org
FAMILY ENGAGEMENT

Coordinated by Director, India Gerald, the **Family Engagement Program** also hosts workshops, classes, group outings, and community fairs where parents are connected to local services they need.

<table>
<thead>
<tr>
<th>Health, Wellness, &amp; Nutrition</th>
<th>Community</th>
<th>Affinity Groups</th>
<th>Literacy</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Healthy Cooking Classes</td>
<td>• Fairs</td>
<td>• Lily’s Play Group</td>
<td>• Book Tasting</td>
</tr>
<tr>
<td>11 families</td>
<td>100 families</td>
<td>8 families</td>
<td>40 participants</td>
</tr>
<tr>
<td>A collaboration with</td>
<td>Two kindergarten</td>
<td>Collaboration with</td>
<td>Collaboration with</td>
</tr>
<tr>
<td>Martha Eliot Health</td>
<td>registration fairs and</td>
<td>Martha Eliot Health</td>
<td>Raising a Reader</td>
</tr>
<tr>
<td>Center</td>
<td>one health fair</td>
<td>Center</td>
<td></td>
</tr>
<tr>
<td>• WeFIT</td>
<td>• Mildred C. Hailey's Tree</td>
<td>• Good Men, Great Dads</td>
<td></td>
</tr>
<tr>
<td>43 participants</td>
<td>Lighting Ceremony</td>
<td>8 dads</td>
<td>80 participants</td>
</tr>
<tr>
<td>An ongoing health and</td>
<td>40 participants</td>
<td></td>
<td></td>
</tr>
<tr>
<td>wellness program for</td>
<td>Hosted at the Learning</td>
<td></td>
<td></td>
</tr>
<tr>
<td>women</td>
<td>Lab</td>
<td></td>
<td></td>
</tr>
<tr>
<td>▪ Ice Skating and</td>
<td>• Movie Nights</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Children's Winter Festival</td>
<td>60 participants on</td>
<td></td>
<td></td>
</tr>
<tr>
<td>14 families</td>
<td>average each month</td>
<td></td>
<td></td>
</tr>
<tr>
<td>▪ Mildred C. Hailey’s Tree</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Lighting Ceremony</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40 participants</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>▪ Movie Nights</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>60 participants on</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>average each month</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Funders:** Liberty Mutual, Jill and David Alder, Boston Family Engagement Network
Nurtury recognizes that the changing knowledge-based 21st-century economy necessitates changes in our classroom.

In 2017, Nurtury received funding to purchase laptops for 40 classrooms, 18 of which are preschool classrooms. Integrating this technology across our preschool program is our effort to engage students at the earliest phase of their learning in science, technology, engineering, and math (STEM) activities, and provide teachers with a tool for lesson planning and assessment.
WORKFORCE DEVELOPMENT

Nurtury — like many early education providers — is facing a critical challenge recruiting and retaining its workforce due to the significant shortage of qualified early education educators.

An October 2018 University of Massachusetts Boston report on The Massachusetts Early Care and Education Workforce Study demonstrates the challenges Nurtury is facing, attributing workforce challenges to low compensation and inadequate benefits. In addition to hurdles increasing compensation for our teachers and FCC educators (2017), Nurtury aims to secure funding to implement a supportive workforce development initiative that combines personalized career coaching with individualized education planning and support for center-based teachers.

GRANT FUNDS WILL CONTRIBUTE TO THE HIRING OF A FULL-TIME PROFESSIONAL DEVELOPMENT SPECIALIST (FY19) TO IMPLEMENT THE FOLLOWING STRATEGIES:

- Create career ladders that illustrate pathways from Assistant Teacher to Teacher to Lead Teacher that outlines educational requirements and salary expectations;
- Support Assistant Teachers in completing a child growth and development class, which is the minimum educational requirement to become a certified teacher and is paid for by Nurtury upon course completion;
- Advise teaching staff on educational options (online vs. onsite, evening vs. weekend, public vs. private institution, financial aid, and loans) based on personalized needs and finances;
- Collaborate with Nurtury Leadership and Human Resources staff to create policies and systems designed to improve job satisfaction
2018 FINANCIALS

This information is excerpted from annotated financial statements for fiscal year 2018 which are available upon request.

REVENUE

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Service Fees</td>
<td>$16,690,163</td>
<td>92%</td>
</tr>
<tr>
<td>Contributions and Grants</td>
<td>$1,011,793</td>
<td>6%</td>
</tr>
<tr>
<td>Donated Rent</td>
<td>$262,576</td>
<td>1%</td>
</tr>
<tr>
<td>Other Income</td>
<td>$119,994</td>
<td>1%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$18,084,526</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

FINANCIAL STATEMENTS

September 1, 2017 THROUGH August 31, 2018

EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Expenses</td>
<td>$15,725,915</td>
<td>85%</td>
</tr>
<tr>
<td>General &amp; Administrative</td>
<td>$2,310,244</td>
<td>12%</td>
</tr>
<tr>
<td>Other Expenses</td>
<td>$531,971</td>
<td>3%</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$18,550,130</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
OUR PARTNERS

- Action for Boston Community Development, Head Start & Early Head Start
- Baraka Community Wellness
- Boston Housing Authority
- Boston Public Schools
- Children's Hospital Boston / Martha Eliot Health Center
- Families First
- Family Exchange
- Jamaica Plain Neighborhood Development Center
- Raising a Reader
- Smart from the Start
- Tree of Life
- Union Capital Boston
- United Way of Massachusetts Bay and Merrimack Valley
- Urban College of Boston
- Urban Edge
- Young Audiences of Massachusetts
FY18 DONOR ROLL
CORPORATIONS & FOUNDATIONS

$100,000+
Mabel Louise Riley Foundation
RF Binder
Robert J. Devereaux Corp.
The Sharma Group
Trinitarian Congregational Church
UnitedHealthcare

25,000+
Wellington Management Foundation
Beacon Hill Capital Partners
Boston Children's Hospital
Dean Foundation for Little Children
U.S. Trust

$10,000+
American Towe
Boston Children's Hospital
Dean Foundation for Little Children
Life Science Cares

$5,000+
Citizens Bank of Massachusetts
Joy in Childhood Foundation
LMCG Investments
Marsh & McLennan Agency

$1,000+
AAFCPAs
Aetna
Brown Rudnick LLP
Careworks, Inc.
DiCicco, Gulman & Company LLP
Eaton Vance Investment Counsel
Highfields Capital
Ipswitch
Lincoln Financial Group
Morgan Stanley Global Impact Funding Trust, Inc.

Up to $99
Give With Liberty
The Bowdoin Group

$500+
Bink Inc.
Elaine Construction Company, Inc.
studioMLA.

$100+
John Leonard Employment Services, Inc.
FY18 DONOR ROLL
INDIVIDUALS

$10,000+
David and Jill Alder
Jeffrey and Dana Davis
David Feinberg and Marina Kalb
Lisa and Roger Krakoff
Jonathan and Tamaki Lonske
Gayle Slattery and Robert Wexler

$5,000+
Ginette G. Bruno
Jeff and Jane Freedman
Michael C. Hill and Sue Bear
David and Christine Letts
Mela Lew
Mariela Paez
Peter and Michelle Pedro
Daniel and Harriet Tolpin

$1,000+
Mr. and Mrs. Peter C. Aldrich
Kathleen Ames
Wayne and Jacqui Budd
John Campbell and Susanna Peyton
Mr. Joseph D'Arrigo
William F. Ganong III and Marilyn Newman
Jennifer Gilbert
Arthur and Carol Gregory
Michael Henry
Eugene and Mary Hornsby

Steven Krichmar
John and Tammy MacWilliams
Ms. Kimberly Nelson
Stanley and Kay Schlozman
Peg Sprague
Carl Sussman and Laura Lubetsky
Donald Troy
Melanie Ray
Mark and Kym Williams
Wayne Ysaguirre and Jennifer Bennet

$500+
Ms. Maria Boycko
Clarence and Frances Cooper
Michael DeNitto
Terry and Kris Finn
Ms. Joan Wasser Gish
Janice Hunt
Mrs. Carol Orme Johnson
David Kelleher
John Probolus
Danita Jo Talbot
Charlotte Walker
Laura Weisel
Kenneth Wexler and Barbara Gray Wexler
Suzi Wilder
FY18 DONOR ROLL
INDIVIDUALS CONT’D

$250+
Alice T. Bennet
Ann Bookman and Eric Buehrens
Ms. Kim Comart
Lisa Donfrancesco
Mike Durkin
Ridgely H. L. Duvall and Katherine Lum
Pamela W. Fox
Gerry and Kaysie Ives
Patrick Kager
Mary Kay Leonard
Mr. and Mrs. Nathaniel Levy
Megan Merritt
John Murray
Spence Papke
Klare Shaw
Benjamin and Katherine Taylor
Henry Warren and Cornelia Brown
Representative Alice Wolf

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Vincent Canzoneri and Tova Wein
Steven and Dora Chin
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Josephine W. Devlin
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Sarah Beth Fascitelli
Danielle Frissell
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William Hubner and Noel Danforth
Hailey Klein
Pat Latimore
Ian Lonsdale
Nora Magdol
Marie A. Matava
Mr. Michael Parker
Robert Redd
Daniel and Jeanne Ross
Christopher Sawyer
Jaye Y. Smith
Ms. Christine Johnson Staub
Jay and Hope Straughan
Sasha Stavsky
Patti Taylor
Jacoba Van Schaik

$100+
Ryan Agnew
Peter Alpert and Rebecca Drill
Lloyd Axelrod
Pratt Bennet and Mim Atkins
Sunindiya Bhatta
Gorham and Susan Brigham
Sandra Lopez Burke

Allen Wiegner
Roy and Kathleen Walker
John and Linda Woodard
Matthew Yarmolinsky and Margaret Leipsitz
FY18 DONOR ROLL
INDIVIDUALS CONT’D

Under $99
Alison Abdu
Patricia Bonnet
Charity Brown
Linda Burke
James and Lois Champy
Emilia Diamant
Ms. Jennifer Delucia
Ms. Sheila B. Fair
Pei Ying Goh
John and Terry Hallam
Mr. Eric Leslie
John Lippitt
Mary Mindess
Wendy Moran
Patty O'Neill
Ms. Joan Rachlin and Mr. Seymour Small
Nicole Rodriguez
Bobby Ritter
Tara Schutz
Ms. Lorie Spencer
Richard Terry
Ms. Debra Vinci
Barbara H. Vinick
Nicholas Yoder

FY18 DONOR ROLL
IN-KIND

$2000+
Lisa Krakoff

$1000+
Outfront Media

$500+
Comcast

$250+
Mariela Paez

$100+
WGBH
BOARD OF DIRECTORS AND EMERITI DIRECTORS
2017-2018

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Harriet Tolpin, PhD | Vice Chair

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Jerry Goldstein
Michael C. Hill
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Mela Lew
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Mariela Páez, EdD
Peter C. Pedro, Jr.
Peg Sprague

Emeriti Directors
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Carol Gregory
Maria J. Krokidas
Nancy Mayo-Smith
Mary Mindess
Melanie Ray
Lisa Zankman
There are countless ways to get involved at Nurtury. Our goal is to help individuals and organizations find opportunities that fit their needs while also helping to make a difference in a child's life.

Regardless of the level or type of commitment, volunteers are an integral part of the services we provide to children and their families. We are grateful to the many individuals, companies, and organizations that have shared their time and resources to show our children that they really care.

**Volunteer Opportunities**

- Event Sponsorships
- Collection Drives
- Grant Funding
- Special Event, Fundraising, and Advocacy
- Reading with Preschoolers
- Chaperoning Field Trips

To Learn More: Development@nurturyboston.org
MAKE A DIFFERENCE.
WAYS TO GIVE.

Unrestricted contributions help where we need it most. State educational subsidies alone do not cover the full cost to educate and care for the children in our centers. There is a growing need for private support. Philanthropy from individuals, corporations, and foundations help to support our classrooms, professional development for our teachers, family engagement programming, field trips, healthy meals and snacks, transportation and more.

**GIFTS OF CASH:** The most common form of support. Please make checks payable to: Nurtury.

**ONLINE:** Make a one-time or recurring gift at www.nurturyboston.org.

**MATCHING GIFTS:** Double or even triple your gift through employer matching programs. Contact your employer for more information.

**APPRECIATED SECURITIES:** If you intend to give a gift of securities, please contact the Development Office at 617-695-0700 x 266.

For more information, contact:

**JAYE Y. SMITH, CHIEF ADVANCEMENT OFFICER**
2201 Washington Street, Suite 306
Roxbury, MA 02119
jsmith@nurturyboston.org

**T** 617-695-0700 x 266
**F** 617-849-5521