



Fiscal Year 2024 Annual Report

September 2023 – August 2024

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Letter from the CEO

Dear Friends, Partners, and Supporters,

As we reflect on another remarkable year, I want to extend my deepest gratitude to each and every one of you. Your unwavering support, dedication, and generosity have made it possible for us to continue our critical work in ensuring that all children — regardless of their background or circumstances — have access to the high-quality early education and care they deserve.

At Nurtury Early Education, we know that early education is the foundation for a child's future success, yet too many families in the Greater Boston area still face barriers to accessing these opportunities. Together, we are working to break down those barriers and create a future where every child has the chance to learn, grow, and succeed.

This past year, thanks to your support, we have been able to expand our programs, enhance our services, and reach even more children and families seeking child care. We have seen firsthand the impact of your generosity — in the joyful laughter of children in our classrooms, in the confidence of parents who know their children are in safe, nurturing environments, and in the dedication of educators who are empowered to provide the best possible care.



We know that our work is far from over. The need for accessible, affordable, and high-quality early education remains urgent. But with your continued partnership, we are making a lasting difference in the lives of so many children and families.

Thank you for believing in our mission. Thank you for standing with us. And most of all, thank you for ensuring that every child has the opportunity to reach their full potential.

With gratitude,

A handwritten signature in black ink that reads "Laura Perille".

Laura Perille, President & CEO
Nurtury Early Education

Board Members



Mela Lew

Chair

Consultant, Harvard Business School
Community Action Partners

Donald J. Troy

Treasurer

Partner, DGC LLP
Board Member, Tiger Athletic Booster Club

Nancy J. Riley

Member at Large

Independent Advisor and Consultant

Peter Daniolos

Child and Adolescent Psychiatry,
CHA/Cambridge Hospital

Lisa Krakoff

Social Investor
Board Member, 826 Boston

Peg Sprague

Early Education Consultant
Board Member, Children's Investment Fund

Michael C. Hill

Vice Chair

President & CEO, Minot's Light
Management Inc.
Advisory Board Member, Shorenstein
Center on Media, Politics and Public
Policy, Harvard Kennedy School

Kathy McHugh

Clerk

Board Member, EdVestors
Advisory Committee Member, The Basics
Board Member, Phoenix Charter Academy Network

Jeff Freedman

Managing Partner, Small Army Finn Partners
Board Member, Greater Boston Chamber of
Commerce
Board Member, Jewish Arts Collaborative

Bethany Serota

Executive Director of Diversity, Equity, and
Inclusion for Beth Israel Lahey Health, South

Ann Stanberry

Executive Vice President and Chief
Strategy Officer, Liberty Mutual
Board Member, Visible Hands





nurtury
early education

Mission

Nurtury Early Education's mission is to give Greater Boston's youngest children in need the opportunity to reach their full potential by investing in school readiness, promoting healthy development, and strengthening families.



About Nurtury



Nurtury Early Education is a mission-driven nonprofit providing early care and education to 1,100 of Greater Boston's youngest children, including infants, toddlers, preschoolers, and their families. Nurtury currently operates three early learning centers in Boston and Cambridge and a Family Child Care (FCC) system supporting a growing network of 150 women-led, home-based small businesses throughout many Boston neighborhoods as well as Chelsea, Everett, Revere, Malden, Winthrop, and other Greater Boston communities.

At the heart of Nurtury's mission is ensuring that all children enrolled in our center-based and family child care programs benefit from high quality early care and education to promote healthy development and lifelong learning. Over 95% of the families we serve are income-eligible for Child Care Financial Assistance (CCFA) through the state's Department of Early Education & Care.

When our first program opened in 1878, Nurtury became the Commonwealth's first early education and care agency. Our dedicated educators and staff have touched generations of children and their families. Today, we embrace a leadership role in the early education sector, collaborating with fellow providers in advocacy efforts to increase public funding for early education, improve wage equity for the early education workforce, deepen support for FCC small businesses, and expand access to affordable care for children and families, especially for those from marginalized communities at the core of Nurtury's mission.



Nurtury's Family Child Care (FCC) Incubator



In June, we gathered in Roxbury for the ribbon cutting of our new Family Child Care (FCC) Incubator. This innovative program is an important step forward in early education, providing start-up space and resources for aspiring entrepreneurs to get their start in family child care.

We believe that by empowering women to open and grow their own child care businesses, we not only create more opportunities for economic independence but also address the pressing need for accessible, high-quality child care for families in our community.



Nurtury's VP of Business Development, Mayra Rosado, cut the ribbon alongside FCC Incubator Director Doris Yopez, our Incubator Residents Suany Ramos and Julia Santo, Eastern Bank Foundation's Tom Weber, The City of Boston's Office of Early Childhood's Director Kristin McSwain, Liberty Mutual Foundation's Bryan Spence, Nurtury's Board Chair Mela Lew, and Nurtury's President & CEO Laura Perille.

We are incredibly grateful to our generous funders and individual donors who made this project possible. A special thank you to Massachusetts Department of Early Education and Care for all their support. Thank you again to our board members, community partners, and staff who helped make the event a success.

Nurtury's Family Child Care Incubator is set to open in the coming months. We are very excited for our inaugural Incubator Residents to officially "move in."

2024 Financials

FY24 Expenses

Workforce – FCC Providers Expenses

\$15,406,477

Workforce – Staff Expenses

\$9,396,739

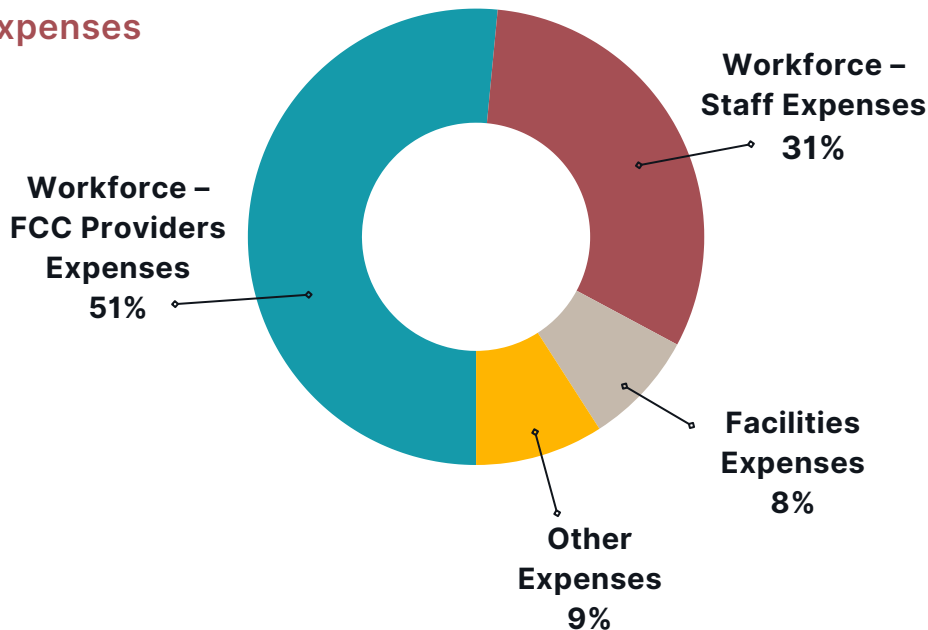
Facilities Expenses

\$2,442,174

Other Expenses

\$2,789,030

TOTAL: \$30,034,420



FY24 Revenue

Program Service Fees

\$28,091,193

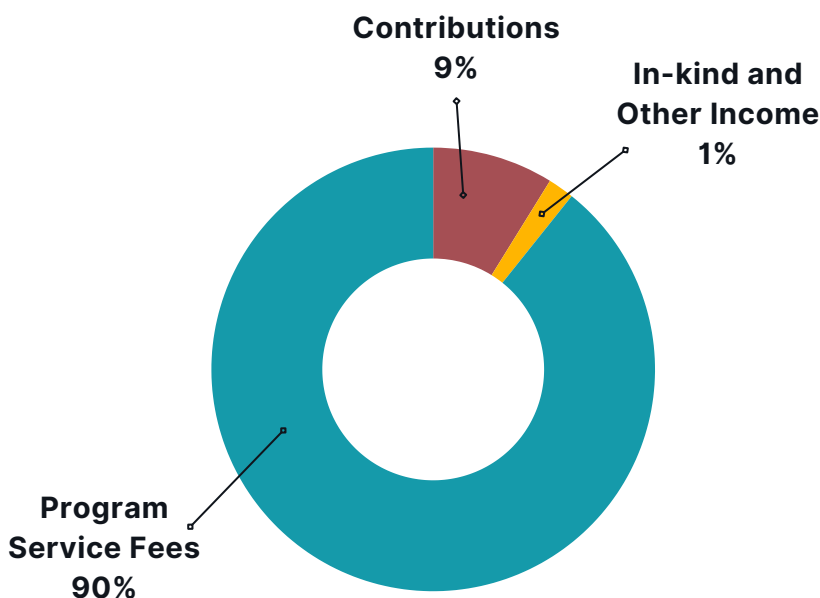
Contributions

\$2,791,754

In-kind and Other Income

\$450,211

TOTAL: \$31,333,158



2024 Annual Toy Drive

We would like to thank the following organizations and their employees for their participation in our annual toy drive:



**AAFCPA
Finn Partners
HRIA
John Leonard**

**Liberty Mutual
MBTA Human
Resources
Talent Resources**



Donor Roll '23-24

Corporations & Foundations

\$300,000 +

Fidelity Foundation

\$100,000 +

Children's Investment Fund / Liberty Mutual

Commonwealth Children's Fund

Franklin Square House Foundation

United Way of Massachusetts Bay and Merrimack Valley

\$50,000+

City of Boston

Cummings Foundation

Hawk Foundation

Spring Point Partners

\$25,000+

Cabot Family Charitable Trust

Lawrence J. and Anne

Rubenstein Charitable

Foundation

The Hestia Fund

\$10,000 - \$24,999

Cambridge Redevelopment Authority

Dean Foundation for Little Children

Enterprise Holdings

Moore Family Foundation

\$5,000 - \$9,999

Menemsha Family Fund

\$500 and under

Anonymous

Caminiti Consulting Co.

The Institute for Education and
Professional Development, Inc.

Matching Gifts

Liberty Mutual

American Tower



Individuals

\$20,000+

David and Jill Adler

\$10,000 - \$14,999

Harriet Tolpin

Mike Hill

\$5,000 - \$9,999

Ann Stanberry

Jeff Freedman

Jeffrey P. Davis

Lisa Krakoff

Margot Botsford

Mary Ann Mattoon

Mela Lew

Roger Krakoff

\$1,000 - \$4,999

Andrew Mariann Youniss

Ben and Kate Taylor

Carol Gregory

Chris Cesario

Christine & David Letts

Donald Troy

Jeanne Henry

Jenny Morrison & Dick

Marks

Katherine McHugh

Tucker Levy

William Ganong &

Marilyn Newmann

\$500 - \$999

Chris Perille

Chris Salas

Donna Kalikow

George A. Pereira

Mary Kay Leonard

Mary L. Hornsby

Peg Sprague

Tom Hill

Wendell Knox

\$250 - \$499

Bruce Blaisdell

David Kelleher

Henry Warren

Kate and Nick Sama

Laura Sherman

Tubi Olatubosun

Paul Reville

Todd & Kristen Eckler

William Elsbree

\$100 - \$249

Allison Crump

Ann Myerson

Carol Ryan

Ediss Gandelman

Hope & Jay Straughan

Jennifer L. Bennet

Klare Shaw

Lloyd Axelrod

Margaret Bailey

Melannie Ray

Neva Goodwin

Patrick Kager

Peter A. Alpert

Susan Brigham



\$99 and under

Anuradha Desai

Barbara Vinick

Dick Terry

Justin Pasquariello

Mari Barrera

Nancy O'Neill

Roy Walker

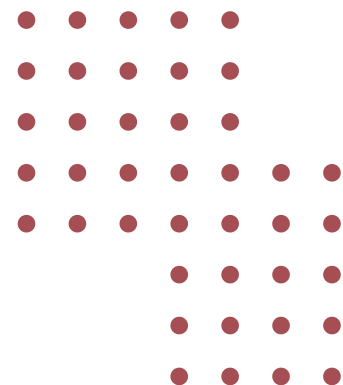
Sandra Christison

In-Kind Donations

Gillette

Neighborhood

Villages



Ways to Give

State educational subsidies alone do not cover the full cost of educating and caring for the children in our centers. Private support is essential to bridging the gap. Contributions from individuals, corporations, and foundations help fund our classrooms, professional development for teachers, family engagement programs, field trips, nutritious meals and snacks, transportation, and more.



Gifts of Cash

The most common form of support. Please make checks payable to: Nurtury.

Online Giving

Make a one-time or recurring gift at nurturyboston.org

Matching Gifts

Many employers offer matching gift programs, doubling or even tripling the impact of your donation. Check with your employer for details.

Gifts of Securities

If you'd like to donate stocks or other securities, please contact our Development Office at development@nurturyboston.org

Keep Up with Nurtury

Visit our website and follow us on social media:

 nurturyboston.org

 [@nurturyboston](https://www.instagram.com/nurturyboston)

 [facebook.com/nurturyboston](https://www.facebook.com/nurturyboston)

If you have any questions, email us at:

 development@nurturyboston.org



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