



2017 ANNUAL REPORT

RISE

Together we rise. We rise, when our city's youngest need us to fight for high-quality education for all children. We rise, with our voices, advocating for the teachers and the investment in the workforce that provides training and resources needed. We rise, coming together as a community to strengthen families, and promote healthy development of children. It's this principle that unifies us, this year, and every year, pushing us to new heights, in our early childhood education programs, in the support we provide to families, and the impact we make in the community that surrounds and supports children every day.

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.

**SINCE
1878** |

Nurtury has been recognized as a 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.

Through our center-based and family child care system, we have touched generations of children and their families.

EVERY YEAR we work with 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 our center-based and family child care programs.

**WHEN YOU NURTURE A CHILD,
YOU NURTURE A COMMUNITY.**

EARLY EDUCATION RISING



Wayne Ysaguirre
PRESIDENT AND CEO

**“What makes
Nurtury special
is our approach
— child, family,
community.”**

Dear Members of the Nurtury Community,

In fiscal year 2017, we focused on advocacy, talent, technology, and engaging our partners, donors and friends. More than 500 children filled 40 classrooms and 118 family child care providers nurtured and cared for 700 children. We provided 62,000 hot meals and snacks to every child in our centers, employed 138 teachers, partnered with Boston University and hired the first Chief Programming Officer, and so much more that you will read about in the pages that follow.

We were thrilled that our advocacy work engaged Speaker of the House, Robert DeLeo and Senator Sal DiDomenico in our work at Nurtury. The Speaker and the Senator made early education a priority—notably evidenced by Governor Baker’s decision to boost funding for the Department of Early Education and Care. The actual impact for Nurtury will be the ability to increase our teacher’s hourly earnings from \$11 to \$14, and extend a 6% increase to teachers already making \$14 an hour.

It’s important that Nurtury always puts the emphasis on investing in our youngest learners. What makes Nurtury special is our approach – child, family, community. We restructured our workforce to include Family Partners –a compliment to the work of our teachers. In addition, we worked with the Jessie B. Cox Charitable Trust to establish the Cliff Effect Scholarship. The Scholarships mission is

(continued on next page)

EARLY EDUCATION RISING



Wayne Ysaguirre
PRESIDENT AND CEO

“Nearly fourteen decades of experience shows that empowering our youngest and most vulnerable children benefits the whole community.”

to keep children in the classroom and parents working. We honored Nonie K. Lesaux, Board Chair Early Education and Care Commission as the 2017 Nurturer of the Year and gained the support from First Lady of the Commonwealth of Massachusetts, Lauren Baker.

With your continued support, we will continue to RISE as a leader in Boston’s early education and care landscape. Nearly fourteen decades of experience shows that empowering our youngest and most vulnerable children benefits the whole community. Thank you for your extraordinary generosity and continued support.

A handwritten signature of Wayne Ysaguirre in blue ink, written in a cursive style.

Wayne Ysaguirre
PRESIDENT AND CEO



NURTURY'S PROGRAMS ARE LOCATED THROUGHOUT BOSTON

CENTER-BASED PROGRAMS

436 Tremont Street
Boston, MA 02116

T 617-357-8647

F 617-357-5561

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 617-323-7551

F 617-323-7348

FAMILY CHILD CARE OFFICES

70 Everett Avenue,
Suite 504

Chelsea, MA 02150

T 617-899-4884

F 617-889-0634

33 Bickford Street
Jamaica Plain, MA
02130

T 617-323-7551

F 617-323-7348

Central Office
95 Berkley Street
Suite 306

Boston, MA 02116

T 617.695.0700

F 617.695.9590

A woman with dark hair and a blue shirt is smiling and holding a large rainbow flag. Two young children, a girl in a white t-shirt and a boy in a dark shirt, are also smiling and holding the flag. The background is a plain, light-colored wall.

RISE

**A NIGHT
FOR
NURTURY**

NIGHT FOR NURTURY



Familiar faces at our annual event, from left: Kim Leach, Nurtury COO Paul Leach, Nurtury CFO Clem James, Nurtury CEO Wayne Ysaguirre, Bruce Bullen, First Lady of MA Lauren Baker, Maria Torres, Nurtury Chief Advancement Officer Jaye Y. Smith, Natali Galva, Tubi Olatubosun, Nina Zhu, Clara Arroyo, Chris Cesario, and George Pereira

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 11, 2017

More than 150 guests arrived at our flagship center, Nurtury's Learning Lab, for the 3rd annual signature event. **RISE: A Night for Nurtury**, was a fun-filled evening that celebrated our teachers and the 1,200 children in our care and their families.

We proved the power of coming together was by raising **\$125,000** in one night for our center-based and family child care programs, bringing Nurtury closer the goal of raising **\$1.4M annually**.

Honored for her ingenuity, compassion, and intellect to addressing and mitigating the impact of the challenges that affect young children and their families, **Dr. Nonie K. Lesaux** was named the **2017 Nurturer of the Year**. Lesaux works at Harvard University, and is also chair of the Massachusetts' Board of Early Education and Care.

NIGHT FOR NURTURY



A



B



C



E



F



D



G

A. The Children's Art Auction helped raise funds for programs.

B. Art teacher, Marna Hibberd shows off the student work.

C. Learning Lab teachers bring the stories to life.

D. Wayne Ysaguirre/CEO, Peter Pedro, Chris Cesario, Jaye Smith/Chief Advancement Officer

E. Amy & Bruce Bullen, Stephanie Curenton-Jolly/Chief Program Officer

F. Board Chair, Gayle Slattery presents Nonie Lesaux with Nurturer of the Year Award, with Wayne Ysaguirre/CEO.

G. Dr. Nonie K. Lesaux is honored for her year round work on behalf of children and families.

NIGHT FOR NURTURY

Planning takes place months in advance. Thank you to the special efforts of our board members, teachers, parent partners, administrators, and volunteers, who make the evening such a success. A special thanks goes out to these volunteers.

Event Committee

- Peter C. Pedro, Jr., Chair
- Jeff Davis
- Jeff Freedman
- David Feinberg
- Tammy MacWilliams
- Gayle Slattery

Host Committee

- Marie St. Fleur, Put MA Kids First, former President & CEO of Bessie Tartt Wilson Initiative for Children, and former Massachusetts State Representative
- Robert Redd, retired BPS Principal
- Clarence Cooper, Former Nurtury Board Member
- Eddie Jenkins, Attorney
- Harriet Tolpin, Nurtury Board Member
- John Riordan, Director of Community Relations and Partnerships, Boston Children's Hospital

Honorary Committee

- Mike Durkin, CEO United Way
- Matt O'Malley, City Councilor
- Steve Ridini, CEO HRiA
- Hubie Jones, Senior Advisor, City Year
- Representative Jeffrey Sanchez
- Congressman Michael Capuano
- First Lady Lauren Baker, Commonwealth of Massachusetts
- Mossick Hacobian, Executive Director, Higher Ground - Boston

The event is underwritten though the generosity of sponsors:

- United Way of Massachusetts Bay and Merrimack Valley

- Uber
- Blue Cross Blue Shield of Massachusetts
- Anonymous
- Brown Rudnick LLP
- Citizens Bank
- LMCG Investments
- Marsh & McLennan
- David Feinberg and Marina Kalb
- Mike Hill and Sue Bear
- Bruce Bullen and Maria J. Krokidas
- Mr. and Mrs. Peter Pedro, Jr.
- Gayle Slattery and Bob Wexler
- Boston Children's Hospital
- Casner and Edwards
- Cigna
- Eaton Vance
- Robert J. Devereaux Corporation
- United Healthcare
- Tucker and Vicky Levy

GET INVOLVED!



Planning is already underway for the 2018 Night for Nurtury, bringing a sense of imagination into the spotlight. Be sure to save the date for the **4th Annual Night for Nurtury**.



ADVOCACY

Raising Awareness to Key Issues

State House Advocacy Day for Early Education and Care

is an annual opportunity to raise awareness. Parents, teachers, and staff join early educators across Massachusetts, raising their voices to House Members and Senators. The Nurtury community asked the Senators to **support the \$36.4 Million Rate Reserve** for the workforce and program quality and to accept Governor Baker's recommendation to roll over \$18.75M or more of unspent dollars from FY17 into FY18, transfer directly into rate increases, and asked House Members to support three amendments, **adding \$5M to the \$15M budget recommendation.**



ADVOCACY

Raising Awareness to Key Issues

Through funding from the Barr Foundation, Nurtury partnered with the Put Massachusetts Kids First (PMKF)

coalition to create the capacity to support a vigorous advocacy agenda to preserve FY2017 budget gains and lay a foundation for FY2018 goals. PMKF was established in 2014 with two-dozen members, and is now **a growing coalition of 77 organizations**, driving to strengthen the quality of early education and care for all children in Massachusetts. Through grassroots education and engagement, Nurtury and PMKF are elevating the conversation around career pathways and fair wages for EEC professionals, while increasing quality of education in the early education system from birth to school-age. Together, Nurtury and PMKF aim to **improve excellence for young children by promoting greater investment in the early education and care system anchored in quality.**



ADVOCACY

Raising Awareness to Key Issues

First Lady, Lauren Baker, Commonwealth of Massachusetts, participated in our Be Our Guest story hour, reading to children in our Learn Lab classrooms and served on the inaugural Honorary Committee for the 3rd annual Night for Nurtury.



ADVOCACY

Raising Awareness to Key Issues

House Speaker, Robert DeLeo, came to the Nurtury Learning Lab to hear from educators and meet families participating in the programs, to inform the House's work throughout the year. It is inspiring to work with a policy leader who takes the time to learn about the high return on investing in children's early education and has who is compelled to make those investments.



ADVOCACY

Raising Awareness to Key Issues

Senator Sal DiDomenico and members of the Senate Kids First Initiative visited the Nurtury Learning Lab.

Kids First is a multi-year initiative, led by Senator DiDomenico, to identify and support innovative strategies to invest in Massachusetts' children. Members of the initiative are taking a comprehensive look at a wide variety of policy areas relating to supporting children, including education, nutrition, public health, housing, and workforce development. **It is through open dialogues with our officials that we begin to effect real change crucial to success.**



RISING ISSUES IN THE NEWS

THE WIDENING OPPORTUNITY GAP

The subject of the PBS documentary film series is the widening opportunity gap between rich and poor kids, as it examines what our communities can do to narrow the gap—from early-learning reading and math programs, to juvenile justice reform, to tech industry apprenticeship programs. "Our Kids" is a four-part series based on the best-selling book by Harvard professor, Robert Putnam.



THE WIDENING OPPORTUNITY GAP

Nurtury was selected to be featured in the film for its innovative programs that are narrowing the opportunity gap—programs that have proven to be successful in our incubator space, which is the core purpose of the Learning Lab. Interviews with staff, teachers, and children will all be part of the series, as well as examples of our innovative child-family-community approach to early education, creating an open, nurturing environment for children.

The background of the page is a collage of children's artwork and a book cover. The artwork includes various colorful drawings, such as a butterfly, a person, and abstract shapes. The book cover is blue with white text that reads "Celebrating the art of Boston's own Allan Crite".

RISING ISSUES IN THE NEWS

WHAT A PAY RAISE WOULD MEAN FOR EARLY CHILDHOOD EDUCATION TEACHERS

As one of the Commonwealth's largest providers of early education and care, several media outlets asked for Nurtury's response to the Baker-Polito Administration's announcement of a 6 percent rate increase, worth \$28.6 million, for all early education programs that provide care to low-income families. Nurtury's Learning Lab teachers, Nathalie Gaston and Maruquel Sinclair shared their stories and were featured on NECN. Nurtury appeared on NBC, Telemundo, and WBUR (90.9 FM) Boston's NPR Station, as part of the Morning Edition.

NURTURY HAS ALSO BEEN FEATURED IN A NUMBER OF NEWS OUTLETS ACROSS THE REGION:

BOSTON GLOBE

May 2, 2017: [A separate but unequal system for day care](#)

February 8, 2017: [State early childhood education system 'in crisis,' says DeLeo](#)

December 16, 2016: [Child care for \\$10 a day](#)

STUDIOMLA ARCHITECTS

April 25, 2017: [Nurtury Learning Lab receives 2017 LEED® Certification](#)

SAMPAN NEWSPAPER-THE ONLY BILINGUAL CHINESE-ENGLISH NEWSPAPER IN NEW ENGLAND

March 15, 2017: [Save the Date for A Night for Nurtury is featured](#)

October 31, 2016: [Nurtury Partners with Tufts University-Pilot study on food preferences in young children](#)

EYE ON EARLY EDUCATION-A BLOG OF STRATEGIES FOR CHILDREN

February 9, 2017: [Massachusetts' House Budget Proposes Higher Salaries for Early Educators](#)

JAMAICA PLAIN NEWS

January 30, 2017: [House Speaker DeLeo Visits Nurtury Learning Lab in Jamaica Plain](#)

January 10, 2016: [State Sen. DiDomenico, Members of the Kids First Initiative Visit Nurtury Learning Lab in JP](#)



A photograph of two young children sitting at a wooden table in a playroom. The child on the left is a young Black boy wearing a black hoodie over a red shirt, holding a red toy knife. The child on the right is a young Asian girl wearing a pink and orange patterned cardigan over a dark shirt, holding a blue toy. They are both focused on their toys. An orange banner with white text is overlaid on the bottom half of the image.

RISE TO THE OCCASION

Nurtury's Annual Holiday Toy Drive, continues to be the single biggest day of kindness within our community of friends and supporters.

Each year, we are inspired by the turnout and this year was no exception, having received over 500 toys, which were given to the children in our five center-based programs. We are so grateful for the support, and look forward to continuing these relationships and growing the Toy Drive program. This event would not be possible without the many generous individuals who bring a toy, and our corporate sponsors that help provide gifts to children in our community.

- John Leonard
- Marsh & McLennan Agency
- MIT Giving Tree
- The Dover Church
- PWC
- JSC Transportation
- AAFCPA's



RISE TO THE CHALLENGE

Curious George Foundation has awarded multiple grants to Nurtury, which have given children at the Learning Lab opportunities to enjoy storytelling and music activities. The foundation was established to fund programs for children that share Curious George's irresistible qualities: **curiosity in learning, exploring, ingenuity, opportunity, and determination.** Grants awarded to Nurtury in the last three years have served that purpose well. Through a collaboration with Young Audiences and Children's Music Center of Jamaica Plain, funding has provided stimulating learning experiences for our young students, and given our teachers the opportunity to develop their professional skills by learning how to incorporate music into their daily classroom activities. **Music is now an integral part of the Learning Lab.**



RISE TO THE CHALLENGE

Jessie B. Cox Charitable Trust awarded \$50,000 to support families experiencing the **Cliff Effect** — a situation that occurs when a parent’s salary increase triggers a reduction or loss of key subsidies for food, housing, and childcare. Subsidies are based on parent’s earnings, so even a small wage increase can significantly reduce their assistance, which may leave a family in worse financial circumstances than prior to the raise. The funding from the Cox Charitable Trust will **award annual scholarships** to parents. The mission of the fund is to keep parents working or in school and their children in Nurtury’s classrooms.



RISE TO THE CHALLENGE

The Barr Foundation's investment in early education at Nurtury has given hundreds of children the opportunity to receive high-quality early education and care. Their support for Nurtury's capital campaign for the Learning Lab totaled **over one million dollars in grants**, which were vital to ensure the ongoing success of the project. A grant received this year was used to upgrade the data systems within Nurtury, which are used to track enrollment, billing, nutrition, transportation, and child screening data. Because of their generosity, Nurtury now has a database that was developed specifically for the complexity of an early childhood program. We're proud to be in the process of launching **MyNurtury**.



RISE TO THE CHALLENGE

Liberty Mutual and Nurtury share a common mission to empower families and individuals who are struggling to thrive despite challenging situations. Grants from Liberty Mutual have supported our early education programming, the Learning Lab capital campaign, and most recently, Family Engagement for School Readiness. This program **connects parents to family support resources, and provides learning opportunities that promote positive parenting and foster early literacy.** Liberty Mutual fosters collaborative relationships that ensure programs like these thrive and that we are able to meet challenges that come with serving vulnerable children and their families.



RISE TO THE CHALLENGE

United Way of Massachusetts Bay and Merrimack Valley selected Nurtury as one of their partners to take on a critical role in making their vision of a strong, healthy community with opportunity for all, a reality. With a rigorous set of measures in place, their investment in Nurtury becomes critical funding for ground breaking programs in preparing children to enter school ready to learn, and **help to get family and community support needed for success.**

2017 FINANCIALS

REVENUE

Program Service Fees	\$15,291,928	89.2%
Contributions and Grants	\$1,051,545	6.1%
Donated Rent	\$612,576	3.5%
Other Income	\$203,775	1.2%
TOTAL	\$17,159,824	100%

FINANCIAL STATEMENTS

September 1, 2016
THROUGH
August 31, 2017

This information is excerpted from annotated financial statements for fiscal year 2017 which are available upon request.

EXPENSES

Program Expenses	\$15,169,935	82.7%
General & Administrative	\$2,604,410	11.7%
Other Expenses	\$561,973	2.5%
TOTAL	\$18,336,318	100%



OUR PARTNERS

- **Baraka Community Wellness**
- **Boston Housing Authority**
- **Children's Hospital Boston/Martha Eliot Health Center**
- **Families First**
- **Family Exchange**
- **Jamaica Plain Neighborhood Development Center (JPNDC)**
- **Raising a Reader**
- **Smart from the Start**
- **Tree of Life**
- **Union Capital Boston**
- **United Way**
- **Urban Edge**

FY17 DONOR ROLL CORPORATIONS & FOUNDATIONS

\$100,000.00 +

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United Way of Massachusetts
Bay and Merrimack
Valley

50,000.00 +

Jessie B. Cox Charitable Trust

The Van Otterloo Family
Foundation

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Boston Children's
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Up to \$99

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LIVE UNITED



United Way
of Massachusetts Bay
and Merrimack Valley

FY17 DONOR ROLL INDIVIDUALS

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LIVE UNITED

United Way
of Massachusetts Bay
and Merrimack Valley

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RAISE A HAND TO VOLUNTEER

There are countless ways volunteers rise and get involved at Nurtury. Individuals and organizations are matched with opportunities that fit their needs while also helping to make a difference in a child's life. Volunteer Opportunities such as

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

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.

Email development@nurturyboston.org if you'd like to rise up, and become a volunteer.



MAKE A DIFFERENCE

Unrestricted contributions help where we need it most. Reimbursements alone do not cover the full cost to educate and care for the children in our centers. There's a growing need. The gap in subsidies to provide high quality education and care to one child is \$3,000 a year. Philanthropy from individuals, corporations, and foundations help to support our classrooms, professional development for our teachers, family engagement programming, field trips, breakfast, lunch and snack, transportation and more.

There are many ways to rise to the occasion, and give.

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 x266.

Email development@nurturyboston.org if you'd like to rise up, and become a volunteer.

