This has been an incredible year of challenge, impact, and growth for Neighborhood Villages. The pandemic has made clear what we’ve long understood – we can’t wait any longer to address the early education and care crisis here in Massachusetts and across the country. Our mission at Neighborhood Villages is an early education and care delivery system – one that is equitable, affordable, high-quality and accessible, and that truly enables providers to meet the biggest challenges faced by the children and families who rely on them. As you will read in this our first Annual Report, with your help, we are building just that. In this unprecedented year, we’re extremely proud of the way our growing team and heroic partners have come together to meet this moment and to show what is possible when early education and care providers receive the resources they both need and deserve. And more than 20 months into the pandemic, we are excited about the momentum around critical policy changes at the state and federal level, and the increasingly important role Neighborhood Villages is playing in driving these conversations forward. The full spectrum of our work – to model and advocate for real solutions to the child care crisis – is made possible because of the dedication and generosity of our supporters. Thank you for being our partners in this work and for being a part of our movement.

I’m proud to serve as President of the Board for this amazing organization that has accomplished so much in such a short time. What some have long thought impossible, Neighborhood Villages is making happen. From building a cohesive COVID-19 testing program for early education providers, to transforming workforce development, to driving sweeping policy change, Neighborhood Villages is transforming the early education and care landscape in Massachusetts by innovating, evaluating, and scaling solutions that truly work. And they’re just getting started. That’s why I’m so excited for the year ahead. As we stand on the precipice of meaningful child care reform in this country, Neighborhood Villages stands ready to model it. It’s not just a vision, but a roadmap, for the future of early education and care that I’m proud to support. On behalf of Neighborhood Villages and our Board of Directors, thank you for joining us on this journey.

Lauren Birchfield Kennedy
Co-President and Chief Strategy Officer

Sarah Siegel Muncey
Co-President and Chief Innovation Officer

Landis Becker Young
President of the Board of Directors
Neighborhood Villages is showing us, in real time, what is actually possible and necessary for early educators, children, and families to succeed and thrive.

Elliot Haspel
Author, Crawling Behind: America’s Child Care Crisis and How to Fix It

Our Year in Review

Neighborhood Villages was founded to tackle the early education and care crisis head-on. We advocate for the policy reform required to ensure that all families have access to high-quality, affordable early education and care. And we pair advocacy with on-the-ground direct service programs that model what a transformed early education and care system could be. In a year that pushed an already broken sector to its breaking point, we rose to the occasion.

Served More Than 4,000 People Through On-The-Ground Direct Service Programs
Enrolled 350 Early Childhood Educators in Workforce Development Programs
Reached 1M+ People with Public Education Initiatives About the Child Care Crisis
Grew Our Operating Budget by 400%
The Neighborhood

The Neighborhood is our innovation lab, a network of early education and care provider partners with whom we collaboratively design, test, and evaluate solutions designed to transform the early education and care delivery system. To The Neighborhood, we provide the sort of supportive infrastructure that a public school district provides K-12 schools, including funded staffing positions to support delivery of wraparound programming for vulnerable families and center operations, centralized social service delivery, instructional coaching and behavioral health supports, and opportunities to collaborate and share best practices.

We started 2020-21 working deeply with two centers – the Epiphany Early Learning Center and Ellis – and by the end of the year had expanded to our current five partners; now also including East Boston Social Centers, Horizons for Homeless Children, and Nurtury. By building capacity both within and across this network of partners, The Neighborhood models what an early education and care delivery system could deliver, once it receives the resources it both needs and deserves.

Our Partners

Epiphany is proud to be a part of The Neighborhood. The operational supports that Neighborhood Villages provides, particularly around building staffing capacity and training, allows our directors and educators to focus on what they do best: educating children.

Michelle Sanchez
Principal, Epiphany School
Boston Children’s Relief Initiative

When the pandemic hit, we knew the infrastructure we’d built around our partners through The Neighborhood and other programs meant that we could provide temporary, emergency services to additional programs, as well. That’s why we launched the BCRI, an emergency COVID-19 response that served over 3,400 people across a broader network of early and afterschool providers, which had become lifelines for vulnerable children and families.

Meeting the Needs of Early Education and Afterschool Providers
To provide immediate workforce support, Neighborhood Villages recruited and placed AmeriCorps volunteers in early education and afterschool programs, provided teachers with access to mental health supports, and sourced hundreds of laptops and wireless headphones to ensure that all children were able to learn and thrive.

Wrapping Around Vulnerable Children and Families
Through the BCRI, Neighborhood Villages provided regular food supports to more than 800 families with young children, as well as more than 200,000 essential items – from headphones to winter coats to diapers.

“Staffing was already one of our biggest challenges, and the pandemic brought that shortage to a crisis level. The AmeriCorps volunteers were a huge factor in being able to keep our doors open and continue caring for children over the last year.”

Briana Flannery
For Kids Only
In early 2021, Massachusetts pioneered offering free, weekly surveillance COVID-19 testing to K-12 schools to ensure the health and safety of teachers and students. However, the state failed to include the early education and care sector in this program, stating that lack of public infrastructure made it impossible to administer and process the tests. In response, Neighborhood Villages sprung into action, because we believed that equity demanded inclusion of early educators. Through the BCRI, we designed and piloted a novel COVID-19 testing system designed for the unique needs of the early education and care sector. Now, that program is being implemented statewide with the Massachusetts Department of Early Education and Care, and is the first testing program of its kind in the country, serving 13,000 educators and children each week.

Testing being available is really important. It will help keep our programs open and it will help keep our children and staff safe.

Mary Kinsella Scannell
The Boston Globe

From December 2020-June 2021, the pilot program alone:

- Administered More Than 27,000 Free Tests at Child Care Facilities
- Caught 37 Asymptomatic COVID-19 Cases (or Potential Outbreaks)
- Reduced COVID-19 Transmission From 3% to 0.5% in Participating Centers
Investing in Educators

Our COVID testing program is just one example of how Neighborhood Villages builds the infrastructure needed to solve systemic problems faced by the early education sector. In 2020-21, we also scaled two landmark early childhood workforce development programs statewide, in partnership with the Massachusetts Department of Early Education and Care.

Career Pathways for Early Educators

A few years ago, EEC founded the StrongStart to Early Educator Career Pathways program, a grant initiative aimed at promoting Massachusetts community colleges’ ability to offer quality, affordable, childhood education certifications and degrees to students around the state. While StrongStart made taking classes at community colleges affordable, access barriers remained.

Neighborhood Villages identified a unique approach to bringing Career Pathways programs to early education and care educators – in their communities, in their languages, and in accordance with their work/life schedules – and it has made all the difference.

Neighborhood Villages connects us with educators looking for college courses needed to advance their careers. The staff at Neighborhood Villages have been true partners in recruiting, enrolling, and providing tech and language supports to educators throughout the Boston area. Together we’ve provided education and training for hundreds of educators.

Austin Gilliland
Dean of Professional Studies at Bunker Hill Community College

285 Students Enrolled in Career Pathways for Early Educators
65 Educators Participated in the Business Management Training pilot
Classes Offered in 5 languages
Christy Bortolotto, an early educator who has operated a child care center from her home in West Roxbury for 15 years, never imagined she would go back to school — until she learned about Neighborhood Villages. Since completing the Career Pathways for Early Educators program last year, she has developed a renewed sense of passion for her work and education — and is currently pursuing a bachelor’s degree at Boston College.

Going to school can be scary, but Neighborhood Villages helps you do it. Anything you needed, they had. They helped provide lunch and food. Someone was there with computers, printers, Lyft or Uber rides, child care for other mothers, free books — any support you needed to be able to succeed, they were there.

For me, I felt like I was really using my brain. It was something new. Once I realized that I could achieve good grades in school, I decided to apply to Boston College. It’s emotional and exciting to be doing this at this point in my career.

We need a long-term solution to the child care crisis. This Pathways program allows people who care for children, who genuinely love children and want to do the best they can for them, to get a certificate or degree and fill a need in the industry. I was in class with so many child care providers, preschool teachers, of all mixed ages, people of color. This program is filling a need, because we need so many more child care providers. If more people knew about these career pathways, that would help attract more people to the field as a profession.
We launched a podcast! In 2021, No One is Coming to Save Us started a new conversation around child care – and helped ignite a movement. It was among the top 15 podcasts on iTunes and garnered national attention. Listen now – and stay tuned for the release of our second season in 2022!

Our Podcast:
No One is Coming to Save Us

In a Crisis?
Lemonada Media has a podcast for you.

The show mixes history, first-person testimony and on-the-ground reportage with interludes provided by the actress Kristen Bell, who appears as a special “Call It Like it Is” correspondent.

The New York Times
Common Start & Policy Reform

Over the past year, the urgent need for child care reform emerged as a forefront policy priority. Here in Massachusetts, Neighborhood Villages helped write the Common Start legislation, which would create a universal, affordable early education and care system for the Commonwealth. At the federal level, Congressional leaders began to recognize the foundational role that child care plays in supporting a healthy economy and grew their public investment in stabilizing the early education and care field in COVID-19 stimulus packages. In 2020-21, Neighborhood Villages played a leading role in driving these conversations forward. And in the year to come, with the establishment of the Neighborhood Villages Action Fund, we are challenging parents, families, teachers, and providers across the Commonwealth to join us as “Child Care Voters”… stay tuned!

“Neighborhood Villages has been an incredible partner in advocating for change.

Amy O’Leary
Executive Director,
Strategies for Children

Neighborhood Villages just gets it. They walk the walk. Their work shows not only why these policies matter, but exactly how to get it done.

Lydia Icke
Co-Founder,
The Commonwealth Children’s Fund
Events & News

From COVID testing to *No One Is Coming to Save Us*, we’re influencing the public conversation on early education and care policy.

“Ultimately the solution to this has to be large-scale investment in building a true child-care system”

— Lauren Kennedy
## Financials

**Statement of Financial Position**  
**Years Ended June 30, 2021 & 2020**

<table>
<thead>
<tr>
<th>Assets</th>
<th>2021</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Equivalents</td>
<td>$1,217,905</td>
<td>$1,051,277</td>
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<tr>
<td>Accounts Receivable</td>
<td>$54,014</td>
<td>$5,275</td>
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<tr>
<td>Contributions &amp; Grants Receivable</td>
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<td>$60,000</td>
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<tr>
<td>Investments</td>
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<td>Prepaid Expenses</td>
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<tr>
<td>Property &amp; Equipment</td>
<td>$11,511</td>
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<tr>
<td>Grants Receivable, Less Discount</td>
<td>$288,388</td>
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<td><strong>Total Current Assets</strong></td>
<td><strong>$2,438,688</strong></td>
<td><strong>$1,129,147</strong></td>
</tr>
</tbody>
</table>

| Liabilities & Net Assets              |            |            |
| Liabilities                           |            |            |
| Accounts Payable                      | $238,090   | $3,631     |
| Accrued Expenses                      | $107,403   | $27,588    |
| Refundable Advance                    | —          | $66,460    |
| **Total Liabilities**                 | **$345,493** | **$97,679**  |

| Net Assets                            |            |            |
| Unrestricted                          | $1,209,128 | $1,031,468 |
| Restricted                            | $884,067   | —          |
| **Total Net Assets**                  | **$2,093,195** | **$1,031,468** |

| Total Liabilities & Net Assets        | $2,438,688 | $1,129,147 |
## Statement of Activities

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<thead>
<tr>
<th></th>
<th>2021</th>
<th>2020</th>
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</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
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<tr>
<td>Contributions &amp; Private Grants</td>
<td>$2,049,014</td>
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<td>Government Grants &amp; Contracts</td>
<td>$1,394,613</td>
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<td>Workforce Development Program Fees (from Higher Education Partners)</td>
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<td>In-Kind Contributions</td>
<td>$20,888</td>
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<td>Other Income</td>
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<td>Investment Return</td>
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<td>$731</td>
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<td><strong>Total Revenues</strong></td>
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<td>$1,540,460</td>
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<td><strong>Expenses</strong></td>
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<tr>
<td>Program Services</td>
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<td>Organizational Support</td>
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<td>Fundraising</td>
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<td><strong>Total Expenses</strong></td>
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<td><strong>Change in Net Assets</strong></td>
<td>$1,061,727</td>
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<td><strong>Net Assets: Beginning of Year</strong></td>
<td>$1,031,468</td>
<td>$73,661</td>
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<tr>
<td><strong>Net Assets: End of Year</strong></td>
<td>$2,093,195</td>
<td>$1,031,468</td>
</tr>
</tbody>
</table>
We are grateful to the following individuals and institutions for their generous support of our mission and programs July 1, 2020 – June 30, 2021:

$100,000+
Anonymous
Commonwealth Children’s Fund
Emily and Henry Ford III
PNC Bank and PNC Foundation

$50,000 - $99,999
Anonymous
The Baupost Group, LLC.
City of Boston Resiliency Fund
Emerson Collective and Silicon Valley Community Foundation
Highland Street Foundation
Gisela B. Hogan Foundation
Barbara and Amos Hostetter
Jamie Van Home Robinson and Jaison Robinson
Spring Point Partners

$25,000 - $49,999
The Director’s Philanthropy Trust, a Donor Advised Fund of The U.S. Charitable Gift Trust
The EOS Foundation
James and Audrey Foster
The Humanitarian Grants Program
The Krupp Foundation
Liberty Mutual Foundation
Lauren and Joseph Mazzella
PwC Charitable Foundation, Inc.
Sperling Family Foundation
Landis Becker Young and Brace Young

$5,000 - $24,999
Baby2Baby*
Lori and Dennis Baldwin, the Paul and Phyllis Fireman Charitable Foundation
Blue Cross Blue Shield of Massachusetts
Chris and Hilary Gabrieli
Don and Pam Hawley
Hiro Iwanaga
Carol and Dennis Kanin
Meg Rithmire
Natalie and George Serafeim
Jean Tempel
Beth Terrana

$1,000 - $4,999
Naomi Aberly and Larry Lebowitz
Jon Finley and Stan McGee
Phillip Wm. Fisher Fund
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Claire Newton and Ted Maloney
Benjamin Rauch†
Linda Smith

$250 - $999
Anonymous
Dan Bornstein
Drs. Deborah and Larry Chud
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Daniel Greenberg
Harry Shechter and Michelle Keefe
Vicky and Tom Keiser Family Foundation

Sheila Kennedy
Vanessa Kerry
Rober L. and Lisa K. Krakoff
Drake Mayshak
National Institute for Children’s Health Quality, Inc.
The Neundorfer Family
Godfrey A. Rockefeller Jr.
Eve Rodsky
Emily and Alex Shakibnia

Up to $249
Rebecca and Craig Baron
Alessandra DePass
Kathleen Dickinson
Paige Fitzgerald
Jan Geniesse
Brendan Halpin
Eriko Hashimoto
Eve Hochwald
Lorenza Holt
Patricia Keenan
Jackie Kerr
Anna Lyman
Peter Marsden
Pat Nelson
Nicholas Pascucci
Katherine Potter
Maryam Sarhangi
Judith and Mark Siegel
Angela Smedley

* In-Kind Donation
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Emily Ford, Vice President
Henry Ford III, Treasurer
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Sarah Muncey, Secretary
Michelle Sanchez
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Kevin Figueroa, Operations Manager
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Katie Mayshak, Chief Growth Officer
Maria McKnight, Family Navigator
Sarah Muncey, Co-President & Chief Innovation Officer
Binal Patel, Chief Program Officer
Brandon Teixeira Almeida, Career Pathways Coordinator
Anika Williams, Executive Assistant
Monica Wright, Operations Manager

July 1, 2020 – June 30, 2021