Our annual reports provide an opportunity to reflect on all that has been accomplished by our organization, children, and families over the past year. Fiscal Year 2022 was historically unusual as BBI managed leadership change and the constantly shifting impact of the pandemic, all while serving our children and families. Together, we navigated vaccine mandates (resulting in the loss of teaching staff), the Omicron variant, and supply chain issues that impacted our access to quality diapers, certain foods for children, and even playground equipment. And in this challenging environment, we are proud to have made great strides forward.

We opened our Evening Care Program — the only Early Head Start evening program in our region — and launched our Infant and Maternal Wellness Initiative through our home-based program to reach families before the birth of a child. We successfully managed the National Association for the Education of Young Children (NAEYC) re-accreditation process, a “gold standard” distinction earned by only 8% of early childhood education centers nationally. We consolidated our Office of Head Start grants and were awarded a grant to build a teacher apprenticeship program. We built our FY23 budget through a collaborative and transparent process and began to address staff retention and wellness through different initiatives.

All children advanced in each of the eight content areas defined by the industry-standard Child Observation Record (COR) Advantage: Approaches to Learning, Social and Emotional Development, Physical Development and Health, Language, Literacy and Communication, Mathematics, Creative Arts, Science and Technology, and Social Studies. Our Language Environment Analysis program found on average BBI children heard over 1,539 adult words per hour, and were engaged in an average of 33 conversational turns per hour, which is above LENA’s advanced level standard of 25 conversational turns per hour.

Collectively, many of our parents returned to in-person programming through our Workforce Development, Family Services, Parent Internship, and Parent Policy Council programs. Individually, others achieved stable housing and employment, maneuvered through crisis situations, and supported their children through their academic progress.
Dear Parents of Bright Beginnings,

It is my honor to have served as president of the Bright Beginnings Board of Directors for 2022 and to share with you this annual report. The story that is told within these pages is one that is made possible by the ongoing support of individuals (staff, donors, volunteers, and families), corporations, foundations, organizations, and the city and federal governments. Without their time, expertise, and emotional and financial support, BBI simply would not exist. Thank you.

During Fiscal Year 2022, the world emerged from the pandemic and began to divide into those who thrive and those who were not so fortunate. Adapting to a changing landscape of day-to-day operations was a leadership challenge, which BBI was able to meet successfully. Thankfully, after a national search, we identified the very best person for the job was already a part of the BBI family, and we were proud and excited to announce Erin Fisher as BBI’s Chief Executive Officer on September 15, 2022.

For much of FY22, Erin served as Interim Executive Director. Despite the “interim” role, Erin managed BBI’s work with skill and propensity and proved to be a capable, consistent, and calm leader during a transitional period for the organization. Our organization worked through the difficult challenges of losing teaching staff due to vaccine mandates, widespread illness caused by the Omicron variant, and an increase in non-traditional hours, resulting in unparalleled reliance of on-line learning. As we remain true to our commitments, with an increased understanding of our community, we know that we can continue to push our children, families, and staff to achieve even greater results. We believe the answers that we need to solve our community’s concerns lie within our children, their families, and our staff. We are committed to creating and providing the innovative and high-quality programming necessary to find those solutions. In 2023, BBI will continue to invest in developing the voices and skills of our valued stakeholders so we can create avenues for us all to become the best version of ourselves.

Thank you to all of you who continue to believe in and support BBI’s work. We are proud to announce that for the first time, BBI received the Platinum Seal from Candid, demonstrating full transparency to its funders and donors. Our FY22 annual audit was conducted with no deficiencies in internal control or material weaknesses found, and BBI closed the year with an excess of revenues over expenses.

While this annual report is a reflection of our hard work and a successful year, the real promise of BBI lies in looking to the future. This future promise touches all of us with an eagerness and excitement to meet the challenges ahead. As the strategic plan is implemented over the next 5 years, I am confident that our shared vision can be realized: that all children and families in the community are receiving the support and resources necessary to thrive and reach their full potential.

On behalf of the entire board of Bright Beginnings, thank you for your partnership and investment in the DC community.

Sincerely,

Erin Fisher
Chief Executive Officer

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Chief Executive Officer

2022 Annual Report
HEALTH AND THERAPEUTIC SERVICES

BBI screened all 260 children for developmental concerns. As a result, there were 123 parent consultations that provided vital support during experiences of family crisis, illness, or domestic violence. One hundred eighty-four consultations with staff were held to create social-emotional strategies to support challenging behaviors in the classrooms. One hundred twenty-eight in-house treatment sessions were offered to provide students support with transitions, to build frustration tolerance and increase self-help skills, or to utilize coping skills. Lastly, 18 families were referred to the Healthy Futures and PIECE programs and to outside community mental health providers through the family’s insurance. In August 2022, a total of 62 children received vision screening from the Prevention of Blindness Society of Metropolitan Washington DC; 13 children had their hearing screened by a Speech-Language Pathologist from Mind Your Language LLC; and Gordon Dental of Gaithersburg, MD provided on-site dental screening and cleaning to 100 children and will be back for the second round in May 2023.

COR ADVANTAGE KINDERGARTEN READY COUNT

BBI’s education program promotes curiosity, creativity, collaboration, and critical thinking by using the HighScope curriculum. The “PlanDoReview method,” a cornerstone of HighScope, allows children to plan their activity, act on decisions, and discuss what they accomplished with a teacher. This method allows each child to develop at his or her own level with the support of trusted adults. BBI ensures ongoing evaluation of each child’s growth and development using HighScope’s Child Observation Record (COR) Advantage assessment tool. Child assessment data is used to support curriculum development and to develop individualized instruction and wrap-around services to meet the unique needs of each child. In FY22, all children advanced in each of the eight content areas defined by the industry standard Child Observation Record (COR) Advantage assessment tool. Child assessment data is used to support curriculum development and to develop individualized instruction and wrap-around services to meet the unique needs of each child.

OUR STORIES INFANT AND MATERNAL WELLNESS: ANYA

Anya always dreamed of having a large family. After becoming pregnant with her fourth child, her experiences with trauma in previous births led her to seek support from BBI’s Infant and Maternal Wellness Program. She was connected with Crystal Jackson, BBIs Birth and Postpartum Doula. Anya was able to articulate clearly to Crystal her expectations for the birth plan and delivery. The morning Anya’s water broke, she learned that the obstetrician she had been working with abruptly stopped practicing. Crystal jumped into action and instructed Anya which hospital to meet her at for the birth. Anya arrived first and was in triage. When Crystal arrived, Anya explained that the hospital wasn’t able to honor her birthing plan. Crystal advocated for Anya and worked with hospital staff on meeting her expectations. At one point, the delivery team wasn’t able to find the heartbeat and instructed Anya to stop pushing. Crystal was able to soothe Anya and be an invaluable source of support. Eventually, Anya delivered a healthy baby girl and her birthing plan was largely achieved with the help of Crystal as her advocate. Crystal reflected on Anya’s delivery and said, “I am always up for the challenge to stand in the face of these quiet oppositions and be a buffer, so that the birthing person can stay focused on the task at hand birthing a baby with as much peace and joy as possible.”

“...people really appreciated the time and energy that was put forth and how much peace and joy as possible.”
In January 2022, BBI re-launched our free evening childcare program to better support families with caregivers who work or attend school during the evening hours. We had offered evening care in previous years, but had to limit care hours due to staffing constraints, health and safety concerns, and lower daily enrollment during much of the pandemic. BBI began offering evening care hours again because parents—particularly mothers—expressed the need to have childcare during alternative hours as they reenter the workforce. We now offer additional hours of childcare for up to 24 children, ages birth to three, from 4–11 pm, Monday–Friday. Bright Beginnings is one of the few licensed center-based care facilities in Wards 7 or 8 to provide free childcare after 7pm, and the only Head Beginnings is one of the few licensed center-based care facilities in Wards 7 or 8 to provide free childcare after 7pm, and the only Head Start agency in Region 3 to do so.

In 2021, we expanded home visiting services to address the increasing infant mortality rates among Black families in Wards 7 and 8. We specifically engaged mothers experiencing domestic violence, mothers over the age of 45, twin mothers, and first-time mothers, providing services such as safe sleep coaching, lactation consulting, doula support, nutrition support, and prenatal yoga sessions to improve health outcomes for Black mothers and infants. During this inaugural year, six newborns were welcomed into the BBI family, all with a healthy birth weight. Partnerships for our infant and maternal wellness initiative were established with Capitol Hill Pregnancy Center, MamaToto’s Village, Hillcrest Children and Family, and Healthy Babies. A community open house was held on July 20 to engage the community and promote the services.

In FY22, the Parent Intern Program progressed in terms of curriculum, job opportunities, goal setting, and workforce partnerships. Nine parents participated in the program, and the implemented curriculum allowed many teachable moments. We added professional development days to the curriculum to ensure our parents were receiving continued career training after joining the workforce. Our interns learned how to build their resumes, acquired critical job searching skills (including thorough reliable job search websites), practiced interview techniques, and completed career interest surveys. Through informational data collection, we learned that 33% of our parents are entrepreneurs. They worked toward goals to support their businesses and were provided with a business mentor as part of their intern training. BBI intern, Laila, started her own consulting business, and was specifically engaged because she expressed the need to have childcare during alternative hours as she reentered the workforce.

Jackson enrolled at BBI in 2018 when he was one year old and progressed well. At the age of four, he began to show signs of off-task behavior. He lacked boundaries, started walking on tables, and became physically and verbally aggressive. Jackson was a brilliant child—he met or surpassed development milestones, and teachers often remarked at his intelligence. But something inside of Jackson was festering and expressing itself in concerning ways. BBI’s Child and Family Support Specialist worked with BBI teachers on in-classroom management using the Head Start model of redirection, combined with rewards and consequences. A good job would give him free will to go to the playground or have a book read to him. A challenging day might lead to a consultation with the Head Start model of redirection, combined with rewards and consequences. A good job would give him free will to go to the playground or have a book read to him. A challenging day might lead to a consultation with his teacher. But sometimes, Jackson had difficulty expressing himself. His days of needing intervention were drastically reduced. Jackson started kindergarten in the fall of 2022 and his mother reports he is doing well.

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In Spring 2022, BBI’s Family Services Program launched a three-part financial literacy series with expertise provided by Truist Bank. The first session was titled “Banking on Your Success” and was followed by sessions covering the importance of having a bank account, savings, and budgets, as well as establishing and building up credit. The Truist representative provided high-impact, personalized support to participating parents.

“My mother’s in Progress” was also launched in Spring 2022—a free six-week support group session facilitated by a licensed social worker from Changing Tides Counseling. Dinner and childcare were provided for each participant who attended in-person. A virtual option was offered as well. “Mothers in Progress” offered practical tips on building a healthy physical and mental lifestyle, demystified the stigma around mental healthcare, and built a social support network for the participant mothers.

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Xavier came to BBI in November 2021 at the age of four. His father had relocated to the Washington, DC area in search of support for his son and himself, which he found in BBI’s 2Gen approach. BBI staff immediately noticed that Xavier was not responsive or expressive, and used very few words to communicate. It was hard to understand him, and his speech resembled that of someone with a hearing impairment. Through BBI’s routine hearing screenings, it was found that Xavier had an obstruction in his ear. He was urgently referred to an outside audiologist, as well as Early Stages, an evaluation center in DC that works with families to identify and address development delays and disabilities. Xavier had a hearing impairment in both ears. He was referred to the evaluation center in DC that works with families to identify and address development delays and disabilities. Xavier had a hearing impairment in both ears. He was referred to the evaluation center in DC that works with families to identify and address development delays and disabilities. Xavier had a hearing impairment in both ears. He was referred to the evaluation center in DC that works with families to identify and address development delays and disabilities. Xavier had a hearing impairment in both ears. He was referred to the evaluation center in DC that works with families to identify and address development delays and disabilities. Xavier had a hearing impairment in both ears. He was referred to the evaluation center in DC that works with families to identify and address development delays and disabilities.
Diversity, Equity, and Inclusion

In early 2022, BBI’s board formed a Diversity, Equity, and Inclusion (DEI) committee for the first of three discussions with Howard Ross, a lifelong social justice advocate and one of the world’s seminal thought leaders in uncovering unconscious bias. The goal was to begin a conversation on how the BBI board may be more community oriented and reflect the lived experience of the individuals we serve.

During the first of three conversations, norms were created for courageous conversations, and stories were shared about our DEI journey and what brings us to the work of Bright Beginnings. Lastly, goals, key terms, and definitions for DEI work were established. By the end of the three-part series facilitated by Ross, the BBI board will have accomplished 1) trust in human partnerships and relationships; 2) collaboration via readings, videos, and cluster meetings; and 3) agreed upon system and structural changes and a common understanding of what DEI looks like in Ward 8 of DC.

Once the DEI work is completed at the board level, the committee will work with BBI leadership on the implementation of this work at all levels of the organization, including in our classrooms. The classroom work is particularly relevant as BBI seeks to build equity for our students and break the preschool-to-prison pipeline. In addition to classrooms, DEI work will improve BBI practices in the areas of human resources and hiring practices, salaries and compensation, and professional development.

Strategic Plan Implementation

BBI’s Strategic Plan was developed with three key principles: innovation in our work for our children and families, advocacy for our community, and growth and improvement for our organization. To ensure that we are turning our Strategic Plan into real action, BBI has partnered with Innovare SIP to develop an implementation plan to guide our day-to-work in advance of our goals. In partnership with BBI’s leadership team, Innovare will implement a Continuous Improvement Methodology to track progress toward our goals and objectives and provide important information on effective team structures, goal setting, learning cycles, and equitable data usage.

You can view BBI’s Strategic Plan at www.bbidc.org.
On a scale of 1 to 10, I am a 9.5 since joining BBI,” says Sad’e. “My boys have grown up here and I now have a 2-bedroom apartment in NW DC, and I love teaching. The only reason I’m not a 10 is because I’m still saving to buy a car.”

Life wasn’t always a 9.5 for Sad’e. Four years ago, she was a single mom, struggling to raise her child and hold a job. She was living in an unsafe neighborhood and didn’t have the resources to pay for childcare. It was a robbery at gunpoint that finally prompted her to make drastic changes. Sad’e’s stepmom recommended BBI as an opportunity for her to access quality childcare and focus on her education and well-being. She immediately signed up and entered BBI’s Workforce Development Parent Internship program. Through this program, she completed her Child Development Associate (CDA) license and is getting ready to sit for the final exam. As Sad’e was working towards her CDA, Workforce Development staff worked with Sad’e on mapping her career and life goals, making sure she received the resources needed. Through this process, she also realized her entrepreneurial spirit. Sad’e started her own candle business, which she sees as therapy for managing the trauma she experienced during her home robbery.

Now a full-time substitute teacher at BBI, Sad’e wants to foster her love for children by becoming a Lead Teacher while she continues to grow her candle business. Her 5-year-old son graduated from BBI last June and her 2-year-old son is currently enrolled at BBI and thriving. Life is pretty good these days for Sad’e. All she needs is the car to make it just about perfect.

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2021-2022 BOARD OF DIRECTORS

Bright Beginnings has an engaged Board of Directors who donate their time and expertise to ensure our programs and services address the needs of the families we serve. Our board is divided into several committees that allow members to actively support the organization through their respective areas of personal passion and professional expertise.

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Derek Ford, Treasurer
Cameron Norman, Secretary

Paul Berry, BBI Holdings President
Jonathan Hunter, Director
Crystal Jones, Director
Charles R. Lovey Jr., Director
Steve Claude, Director
Cheryl Hankerson, Esq.

Karen Howard, Vice President
Derek Ford, Treasurer
Cameron Norman, Secretary

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Steve Claude, Director
Cheryl Hankerson, Esq.

FINANCIAL REPORT - Year Ended Sept 30, 2022

Without Donor Restrictions | With Donor Restrictions | Total

Federal government grants - 4,400,310 - 4,400,310
DC government contracts - 6,800,191 - 6,800,191
Contributions and support 1,875,592 1,960,737 3,836,329
Donated services and supplies 92,563 - 92,563
Other income 593 - 593
Net assets released from restrictions 7,059,833 (7,059,833) -
Total revenue and support 8,382,431 24,914 8,338,917

PROGRAM SERVICES

Education 3,596,352 - 3,596,352
Family Services 462,050 - 462,050
Therapeutic Services 244,833 - 244,833
Wellness and Safety 565,463 - 565,463
Home-based Services 540,846 - 540,846
Workforce Development 19,005 - 19,005
Other Programs 550,575 - 550,575
Management and General 1,933,620 - 1,933,620
Funding 385,560 - 385,560
Total Expenses 8,137,843 - 8,137,843

Change in Net Assets from Operations 216,588 (24,914) 191,674
Interest Income 156,078 156,078
Change in Net Assets 350,665 (24,914) 325,751
Net Assets, Beginning of Year 10,899,177 518,974 11,418,151
Net Assets, End of Year 11,249,733 572,460 11,822,193
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$50,000 - $99,999
Carrie Simon House
The J. Willard and Alice S. Marriott Foundation

$20,000 - $49,999
Cornell Douglas Foundation
Fund for Children, Youth and Families

$10,000 - $19,999
Carrie and Phong Le
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$5,000 - $9,999
Anthony & Anna L. Carozza Foundation
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$3,000 - $4,999
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George and Stephen Buup
Give Lively Foundation, Inc.

$2,000 - $2,499

$100,000+
Alexander and Margaret Stewart Trust
Bainum Family Foundation

$50,000 - $99,999
Carrie Simon House
The J. Willard and Alice S. Marriott Foundation

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Cornell Douglas Foundation
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$50,000 - $99,999
Cornell Douglas Foundation
Fund for Children, Youth and Families

$20,000 - $49,999
Association of American Medical Colleges
Carol and Eugene Ludwig Family Foundation
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