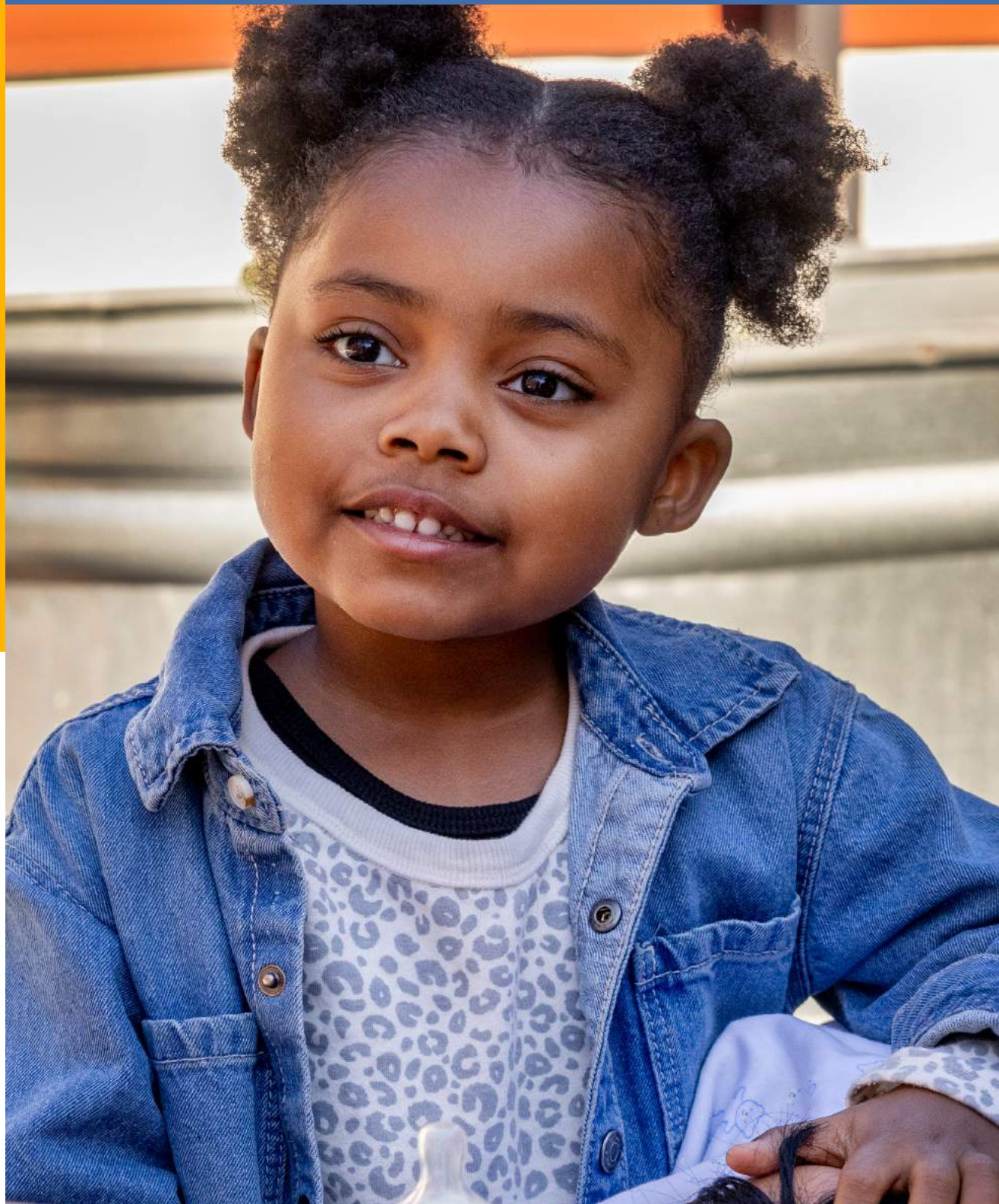




NEIGHBORHOOD  
VILLAGES

# 2022 Annual Report

INNOVATE | SCALE | ADVOCATE



# Letters From Leadership

This has been another incredible year of challenge, growth, and impact for Neighborhood Villages. Our vision is an early education and child care system that works for EVERYONE. In service of this vision, we innovate, scale, and advocate for solutions to the biggest challenges faced by early education and care providers and the children and families who rely on them. And with your support, that's just what we're doing. In this, our second Annual Report, we are thrilled to share successes from The Neighborhood program, our innovation lab serving hundreds of Boston's highest needs families. In The Neighborhood, we are designing, testing, and rigorously evaluating a first-of-its-kind early education and care school district: 2021-22 marked the program's first full year of operation and, as you'll read, it's a groundbreaking model. We are excited to report on our progress in scaling solutions beyond The Neighborhood, too.

Over the past year, our state-wide impact continued to grow; Neighborhood Villages served thousands through its workforce development programs and the COVID-19 Testing for Childcare we operated for the entire child care sector across the Commonwealth. This year also ushered in momentum on early education and care policy reform, laying out a roadmap for future progress. We saw historic investments in child care through the Commonwealth's 2023 budget as well as legislative consideration of some of the most substantial pieces of early education and care legislation to be introduced in the last decade. Neighborhood Villages was proud to support this progress with advocacy, public education, and policy initiatives. Looking forward, our work is just beginning. Thank you for your partnership on this journey, and for being a part of our movement!



**Lauren Birchfield Kennedy**

Co-President and  
Chief Strategy Officer



**Sarah Siegel Muncey**

Co-President and  
Chief Innovation Officer

As President of Neighborhood Villages' Board of Directors, I continue to be amazed at what this pioneering organization has accomplished in such a short time. When our team sees a problem or challenge that early educators or families are facing, they act quickly to design and implement solutions that others said were impossible. From scaling our first-in-the-nation COVID testing protocol statewide, to using that infrastructure to deliver baby formula to families during the shortage crisis, to growing critical, state-wide professional development and training programs for teachers, Neighborhood Villages is demonstrating what an effective early education and care system could deliver to those who rely on it most.

Beyond our direct service programs, Neighborhood Villages has demonstrated its ability to fiercely advocate for children, families, and early educators, and to draw on its policy expertise to offer evidence-based solutions that are directly informed by stakeholders in the field. We've helped advance many of the historic public investments the Commonwealth of Massachusetts made in early childhood education this year, and we will continue to push for the policy change we need to ensure that all families are able to access equitable, affordable, and high-quality early education and care. That's why I'm so excited to support this organization today, and in the year ahead. Together, we are showing systems change in action to push policy forward. On behalf of Neighborhood Villages and our Board, thank you for your shared commitment to this work.



**Landis Becker Young**

President of the  
Board of Directors



# Our Year in Review

Neighborhood Villages continued to grow in both impact and scale, delivering solutions to the biggest problems faced by early education and care providers and the children and families who rely on them.

From demonstrating — in our Neighborhood program — that we can do better for young children and their families through collaboration, coordination, and investment in early education and care infrastructure, to helping hundreds of early educators access the professional development training they need to succeed, we are modeling what a fully functional, high-quality child care system can be and what it should deliver.



**900+ children** served with deep investments to increase internal staffing and program capacity across 5 early education providers serving economically disadvantaged neighborhoods in Boston.



**850+ early educators and administrators** supported in their journeys to begin or advance their careers.



**800+ families** connected to reliable nutrition supports, mental health services, economic mobility training workshops, and more.



**100+ centrally coordinated partnerships** with community-based organizations to meet acute family needs.



**120,000+ young children, families, and educators** provided with COVID-19 testing



**20,000 diapers, 700lbs of formula, 700+ material goods** delivered to high-needs families with young children.

**“Neighborhood Villages has done an exceptional job of engaging a large base of diverse partners, building a talented team, and collaborating with local and state governments. They’ve really built a coalition around advancing their mission; it has been exciting to be a part of this organization.”**

**Emily and Henry Ford III**

Philanthropists and Neighborhood Villages Board members

INNOVATE

# The Neighborhood

The Neighborhood is systems-change innovation in action. Through our partnership with five extraordinary early education centers across Boston, The Neighborhood is where we're modeling a ground-breaking school district for early education and care providers. The program shows how the early education and care sector can be transformed to provide both high-quality education and wraparound supports that meet the most pressing needs of children and families. 2021-2022 marked the first full year of operating The Neighborhood across all five of our incredible partner providers. We deepened and expanded supports in our Family Navigation and Operations Management programs and introduced new supports in Teaching and Learning.

“On our own, we don’t have the resources to hire someone to coach our teachers. We don’t have people who can find creative solutions to really significant problems for our families. Neighborhood Villages is like this amazing little entrepreneurial community of people that are trying to lift the bar for all early educators. And they’ve done a remarkable job.”

**Kate Barrand**

President and CEO of  
Horizons for Homeless Children

5 early education and care programs across 19 program sites serving **900+ children**

**800+ families** living in 9+ neighborhoods in the Boston area

**80% of children** receive a voucher or subsidy to attend school

**67% of families** are underemployed

**47% families** speak English as a second language

**84% of children and 76% of staff** served identify as BIPOC

**14% of families** served are involved with the Department of Children and Families (DCF)

## Our Partners



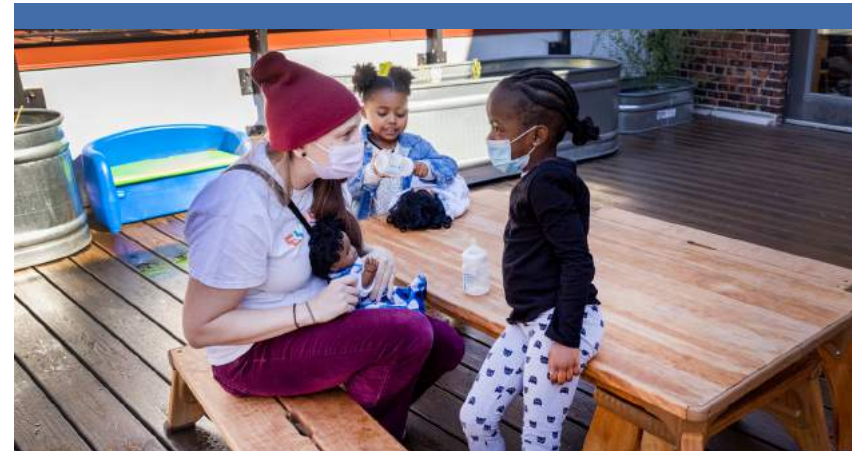
INNOVATE

# Family Navigation & Operations Management

Through the Neighborhood Program, Neighborhood Villages provides Neighborhood partners with funded staff positions that promote capacity-building through two specific program roles — a Family Navigator and an Operations Manager. These positions are accompanied by flexible discretionary funds to meet emergency family needs or to make small capital improvements to partners' facilities.



**80+ families** receiving intensive case management support, including establishing stable housing for 18 families.



“The Family Navigator and the Operations Manager are critical to us doing what we’re supposed to do every day for our families. Our mission and commitment is not just to the children and providing first rate child care, it is to the families and helping them navigate everything that the world throws at them.”

**Dr. Michelle Sanchez**

Principal, The Epiphany School

“We are proud to support Neighborhood Villages and this innovative program, which promotes health equity and whole-family wellbeing.”

**Dr. Shari Nethersole, MD**

Vice President, Community Health and Engagement, at Boston Children’s Hospital

INNOVATE

# Teaching & Learning

Meet Megina Baker, Director of Teaching and Learning at Neighborhood Villages. Megina joined us in this new role to support Neighborhood school leaders, focusing on excellence in instructional quality, positive relationship building, trauma-informed care practices, learning through play, and enhancing staff ability to communicate effectively with parents and caregivers.



**Dr. Megina Baker, PhD**

Director of Teaching and Learning

“Megina has supported our organization in so many different ways. One of the things that she does on a regular basis is a workshop for new hires. So, even after we’ve conducted our two week orientation, new people can continue to gain different ideas and knowledge while building community.”

## **Educator**

The Neighborhood Program

“Research has shown that early education programs grounded in learning through play can significantly help support infants and toddlers during their most formative years, but there is a huge gap in early childhood programming that doesn’t address these needs.”

## **Dr. Megina Baker, PhD**

Director of Teaching and Learning



SCALE

# Transforming MA's Early Education and Care Delivery System

What we test in The Neighborhood, we work to scale statewide. During the past year, Neighborhood Villages was proud to operate multiple public-private partnerships with the Commonwealth of Massachusetts, as a trusted partner to the Massachusetts Department of Early Education and Care (EEC).



Professional  
Pathways



Business  
Management Training.



Testing for  
Childcare

**“The Baker-Polito Administration is committed to supporting and stabilizing early education and care providers as we recover from the economic impacts of the pandemic and confront the ongoing workforce challenges facing the field.**

**From COVID testing to workforce development opportunities, Neighborhood Villages has been an essential partner to EEC in this work, creating and scaling innovative programs that provide essential support to educators, families, and communities across Massachusetts.”**

**Amy Kershaw**

Department of Early Education  
and Care Acting Commissioner

SCALE

# Investing in Early Educators

## Professional Pathways

Since November 2021, the Professional Pathways team has made incredible progress in launching an educator-focused resource system that supports early educators with enrollment in college courses and advancement toward CDA credentials. Educators and providers can meet with Neighborhood Villages Student Support Associates for enrollment support and can access an online portal where they can submit requests for courses, information, and additional supports.

## Business Management Training

Over the last year, Neighborhood Villages and EEC expanded our free, statewide Business Management Training program to include both Family Child Care (FCC) providers as well as Group and School Age (GSA) administrators. Participants in the training program receive both instruction in business management, as well as coaching and technical assistance.



**466 educators**  
and FCC providers  
from across the state  
received Business  
Management Training.



**389 administrators and 32  
FCC providers** received support,  
through Professional Pathways, in  
navigating pathways to certification  
and higher education from all EEC  
regions across the Commonwealth.



Established and  
enhanced relationships  
with **15 community  
colleges** throughout  
the Commonwealth.

**“This was a big career change for me, so having that guidance and support behind me — saying you can do this, and the system needs people like you — it was really motivating and really helpful.”**

**Fara**

Professional Pathways participant



SCALE

# Testing for Childcare

We made our first-of-its-kind COVID-19 testing program for the early education and care sector available to all EEC providers, educators, and young children in their care across the Commonwealth, scaling statewide and gaining national recognition. Importantly, we proved not only that child care IS infrastructure, but also that child care NEEDS infrastructure.

**“It’s easy to support Neighborhood Villages because they just get stuff done.”**

**Lydia Icke**

Commonwealth Children’s Fund

**120,000+** people served

**300-350** programs performing weekly PCR testing

**10,000** children, staff, and parents tested weekly (on average)

**Focused on vulnerable communities** with high COVID-19 rates

**Thousands of days** of child care saved



**“We expect the rapid test program will be a game changer for many folks in early education and care. We know it can be extremely disruptive for so many parents, caregivers and kids to have to pull kids out of care, especially without knowing whether or not, in fact, they’re testing positive.”**

**Governor Charlie Baker**

*To MassLive*

## SCALE

# Formula

Amid the national shortage of baby formula, we knew families and child care centers were struggling. Using the same logistics and fulfillment partners we used for COVID-19 testing, we were able to secure a reliable source for formula and delivered 700 pounds of it to our partners centers across Boston, to provide to the 800+ families they serve. We also worked with the Baby Formula Equity and Acquisition Fund in Worcester and put them in touch with a formula distributor.

“At Neighborhood Villages, we build infrastructure around the existing child care landscape so we were able to source a great deal of formula, many pallets of formula with a great partner we have in New Jersey and today we’ve been going around the city to East Boston, Roxbury, Dorchester, Jamaica Plain, the South End and just bringing everyone a huge shipment of formula.”

**Sarah Muncey**

*To CBS Boston*



## In the News

**CBS BOSTON**

700 pounds of baby formula delivered to child care centers across Boston

**MASS LIVE**

Baby formula shortage: ‘It’s extremely hard to find it:’  
Worcester coalition raises \$70K to help residents during shortage, but formula is still scarce



ADVOCATE

# Policy

We know that public investment in universal early education and care is the only way to solve the child care crisis. In addition to our direct service programming, Neighborhood Villages leads advocacy and public education initiatives to actively drive policy reform. This year, Neighborhood Villages advocated successfully for an historic investment in Massachusetts' early education and care sector, through helping to obtain state fiscal year appropriations unparalleled in recent budget cycles. We also successfully advocated for the extension of the Commonwealth Cares for Children (C3) Stabilization Grants. These direct-to-provider grants are crucial to keeping child care programs open, ensuring access for children, and supporting socially vulnerable communities.

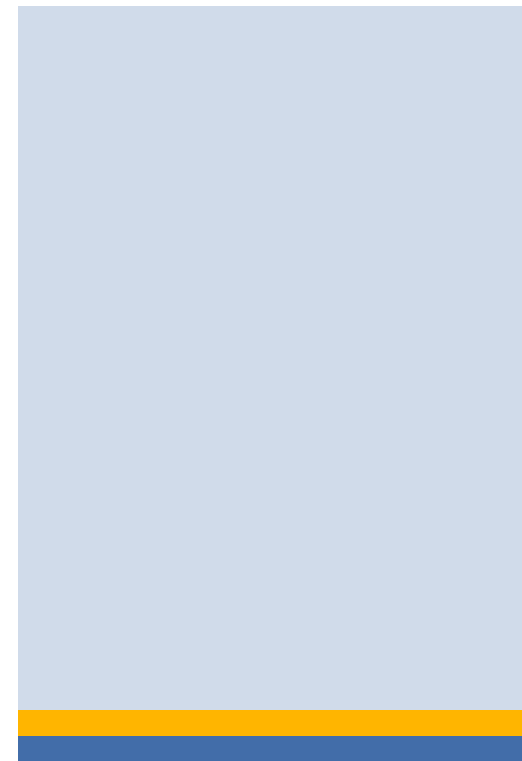
## Massachusetts Invests in Early Childhood:



**\$1.2 billion** through annual state budget appropriations, including historic investments in educator wages and professional development, and funding that allows Neighborhood Villages to continue to carry out its work to support the sector.



**\$510 million** of the \$5.3 billion Massachusetts received through The American Rescue Plan Act (ARPA) is specifically allocated to early education and care.





# Donor Spotlight:

## Turahn Dorsey

Chief Impact Officer, Eastern Bank Foundation

“I think people are finally beginning to understand the opportunity that we have to expand and make early education and care a public good. But the sector struggles with the idea of making early education and care a public good because it’s never really been a formal system. The good news is, we are at a stage now where we are figuring out, “What does this thing need to be? What does it need to look like? And how do we give families everything that they deserve?”

What we need is a system that hasn’t existed before. And by system, I mean, we need a predictable way to pay for that care and education. We need to make sure families understand how they can connect to the educators that they want to use. And we need to make sure that those educators have the resources they need to produce the results we know they can.

Neighborhood Villages is approaching this challenge differently from a lot of folks in the early education and care policy and advocacy space, because they are helping to create solutions on the ground. They are tapping into private markets and systems to bring innovation to places to guarantee that we have equitable access to the highest quality care and education. They are creating innovations that systems statewide, nationwide can adopt. Then they are tapping into public policy. They’ve got their finger on the pulse and I consider them an accelerator for new solutions in early education and care. This is especially critical right now, because we’ve seen how fragile some of our public systems are. We see how fragile our markets are. This is not a time to go back to things that weren’t working well for us before. It is a time to leap forward and invent the things that we want to work for us going forward. That’s what Neighborhood Villages is doing.”



**“They’ve got their finger on the pulse and I consider them an accelerator for new solutions in early education and care.”**

ADVOCATE

# Podcast: “No One is Coming to Save Us”

SEASON 2

In 2022, we released the second season of *No One is Coming to Save Us*, a nationally acclaimed podcast produced in partnership with Lemonada Media about the imperative to fix the child care crisis. Be sure to tune in!

“Knowing the impact that this will have on future generations, to be able to see moms who are out here doing it and know that you don’t have to choose between motherhood and anything else, it just made me feel great about the whole thing.”

## Allyson Felix, Olympian

Joined the podcast to discuss the child care grant program she launched for mom-athletes.



**NO ONE IS COMING TO SAVE US**

1.1M+ Impressions

4.4 Star Rating on Apple Podcasts

lemonada



Neighborhood Villages Co-Presidents Lauren Kennedy (left) and Sarah Muncey (right) with host Gloria Riviera

ADVOCATE

# News & Events

Throughout the year, we worked hard to increase awareness and build momentum for a child care movement, both in the community and in the news. This year, we were thrilled to be able to bring many of our partners, providers, and community members together — sometimes even in person! — at several events and forums, including:

- What Government Can Do Now to Transform Early Childhood Education
- Child Care is Education Equity
- Black Mothers Matter
- Philanthropic Strategies to Support Early Childhood in the Commonwealth



## Neighborhood Villages in the News

 433,828,450 Impressions

### The Boston Globe

**Mass. to launch ‘test and stay’ program to help child care centers remain open**



**The state set to give daycares thousands of rapid tests for staff**

### CommonWealth

**Grants that sustained state’s childcare industry set to expire**



**Omicron Child Care Woes Could Be Alleviated If Massachusetts ‘Test and Stay’ Program Successful**



# Financials

Years Ended June 30, 2022 & 2021

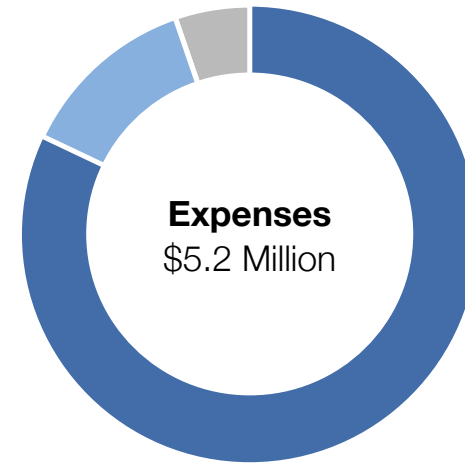
Statement of Financial Position	2022	2021
<b>Current Assets</b>		
Cash & Equivalents	\$932,764	\$1,217,905
Accounts Receivable	\$4,916	\$54,014
Contributions & Grants Receivable	\$854,170	\$763,068
Investments	\$108,487	\$100,110
Prepaid Expenses	\$21,428	\$3,692
<b>Total Current Assets</b>	<b>\$1,921,765</b>	<b>\$2,138,789</b>
<b>Property and Equipment, Net</b>	<b>\$33,778</b>	<b>\$11,511</b>
<b>Other Assets</b>		
Contributions & Grants Receivable, less discount	\$1,558,433	\$288,388
Intangible Assets, net	\$508,991	—
<b>Total Other Assets</b>	<b>\$2,067,424</b>	<b>\$288,388</b>
<b>Total Assets</b>	<b>\$4,022,967</b>	<b>\$2,438,688</b>
<b>Liabilities &amp; Net Assets</b>		
<b>Liabilities</b>		
Accounts Payable	\$261,555	\$238,090
Accrued Expenses	\$87,582	\$107,403
<b>Total Current Liabilities</b>	<b>\$349,137</b>	<b>\$345,493</b>
<b>Net Assets</b>		
Without Donor Restrictions	\$1,812,270	\$1,209,128
With Donor Restrictions	\$1,861,560	\$884,067
<b>Total Net Assets</b>	<b>\$3,673,830</b>	<b>\$2,093,195</b>
<b>Total Liabilities &amp; Net Assets</b>	<b>\$4,022,967</b>	<b>\$2,438,688</b>



# Financials Cont.

Year Ended June 30, 2022

Statement of Activities	Without Donor Restrictions	With Donor Restrictions	Total
<b>Revenues</b>			
Contributions & Grants	\$538,668	\$5,866,927	\$6,405,595
Program Service Fees	\$212,981	—	\$212,981
In-Kind Contributions	\$99,751	—	\$99,751
Net Investment Return	\$7,040	—	\$7,040
Other Income	\$50,000	—	\$50,000
Net Assets Released From Restrictions	\$4,889,434	(\$4,889,434)	—
<b>Total Revenues</b>	<b>\$5,797,874</b>	<b>\$977,493</b>	<b>\$6,775,367</b>
<b>Expenses</b>			
Program Services	\$4,152,341	—	\$4,152,341
Management & General	\$857,118	—	\$857,118
Fundraising	\$185,273	—	\$185,273
<b>Total Expenses</b>	<b>\$5,194,732</b>	<b>—</b>	<b>\$5,194,732</b>
<b>Change in Net Assets</b>	<b>\$603,142</b>	<b>\$977,493</b>	<b>\$1,580,635</b>
<b>Net Assets: Beginning of Year</b>	<b>\$1,209,128</b>	<b>\$884,067</b>	<b>\$2,093,195</b>
<b>Net Assets: End of Year</b>	<b>\$1,812,270</b>	<b>\$1,861,560</b>	<b>\$3,673,830</b>



**Programs: 80%**  
**Administration: 16%**  
**Fundraising: 4%**

Includes the activity of both Neighborhood Villages, Inc. and Neighborhood Villages Action Fund, Inc.



# Thank You!

We are grateful to the following individuals and institutions for their generous support of our mission and programs July 1, 2021 – June 30, 2022

## **\$100,000 +**

Anonymous (1)  
The Baupost Group, LLC.  
Boston Children's Collaboration  
for Community Health  
Commonwealth Children's Fund, LLC  
Eastern Bank  
Emily and Henry Ford III

## **\$50,000 - \$99,999**

Gisela B. Hogan Foundation  
Highland Street Foundation  
Liberty Mutual Foundation  
Monarch Impact Fund, Ms. Elizabeth  
C. Cook and Mrs. Joan M. Knudson  
PNC Foundation  
Spring Point Partners  
Jamie Van Horne Robinson  
and Jaison Robinson

## **\$25,000 - \$49,999**

Anonymous (2)  
A. L. Mailman Family Foundation  
Cabot Family Charitable Trust  
The Directors Philanthropy Trust  
Rev. John H. Finley IV  
Don and Pam Hawley  
Alex Krupp

The Krupp Foundation  
The Quin Impact Fund  
Liesel and Ian Simmons  
Brian and Stephanie Spector  
Landis Becker Young and Brace Young

## **\$10,000 - \$24,999**

Blue Cross Blue Shield of Massachusetts  
Kate and Jeff Duncan  
Michael and Barbara Eisenson  
James and Audrey Foster  
LEGO Foundation  
Natalie and George Serafeim  
United Way of Massachusetts Bay  
and Merrimack Valley \*

## **\$2,500 - \$9,999**

Naomi Aberly and Larry Lebowitz  
The Beker Foundation  
Deborah Smith Douglas  
Epiphany School \*  
Carol and Dennis Kanin  
The Lynch Foundation  
Phillip Wm. Fisher Fund  
Denise and James Rothenberger  
Linda Smith  
Caroline and Liam Walsh

## **\$1,000 - \$2,4999**

The Brim Fund, Isabel Rauch  
Edmund and Betsy Cabot Charitable  
Foundation  
Ellen Frechette  
Rekha, Ryan, Taj and Niam Hayden  
Sally Madsen and Adam Rothschild  
Kathryn May  
John and Allison McManamon  
Betsy Pattullo  
James and Anne DeSouza Ward

## **\$250 - \$999**

Maren Anderson  
Margaret Butler  
Drs. Deborah and Larry Chud  
Ariella Feldman  
Sandy and Mark Greenberg  
Jennifer Jasinski  
Kelly Garvey Pellagrini and Gady  
Audette, Charlestown Nursery School  
Rebecca Krumholz  
Jessica Lee  
Mothers' Club  
Godfrey A Rockefeller Jr.  
Harry Schechter and Michelle Keefe  
Margaret Scott and Isabel Rauch

## **Up to \$249**

Anonymous (1)  
Grace Baljon  
Alan Balson  
Elizabeth Bernardi and Shane Dunn  
Anne Birchfield  
Michael Capasso  
Heather Champagne  
Rebecca and Amir Emami  
Vanessa Fazio and Justin Pasquariello  
Beth K Gilligan  
Elyse Greenwald  
Lauren Gundrum  
Mary Kloppenberg  
Nancy Kuziemski  
Anna McDonald  
Sandra McElroy  
Sarah Muil  
Catherine Norton  
Emma Plaut  
Michelle and Lino Sanchez  
Katrina Selawsky  
Morgan Semine  
Judith and Mark Siegel  
Benjamin Sutton  
Francesca Wernisch  
Jessica Wolk  
Alyssa Wright

\* In-kind support



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**Henry Ford III**, Treasurer

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**Lauren Kennedy**

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**Shawn Fisher**, Professional Pathways Program Manager

**Erick Flores**, Manager of Workforce Recruitment

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**Brandon Teixeira Almeida**, Career Pathways Coordinator

**Pamela Thompson**, Early Childhood Coach

