Dear Ellis Friends and Families,

Since joining the Ellis family in October 2018, I have been consistently impressed and inspired by our committed teachers and program directors, as well as captivated by Ellis’ children. I often say that I’d rather be in the classrooms than elsewhere, which makes giving tours of Ellis an absolute delight for me. With that in mind, I hope to welcome anyone interested in visiting Ellis so I can introduce myself, and so you can get to know the people, young and grown, who make Ellis as special as it is.

I’ve spent my first months at Ellis listening and learning, both inside and outside our beautiful buildings. I have asked countless parents and other stakeholders what makes Ellis distinctive, and how it adds value. Each conversation reveals more, making me eager for the strategic planning process the Board and I will launch this year. Ellis requires knowledge of State regulations and systems, business acumen, and advocacy in order to reach its full potential and achieve its mission to serve urban working families effectively.

Ellis will continue to seek ways to engage families more deeply, engage our community more broadly, and ensure our children have what they need to thrive in school and in life. Our K-1 classroom funded several years ago through the Federal Preschool Expansion Grant continues to flourish, and we look forward to adding a second K-1 classroom funded through the City of Boston Universal Pre-K initiative. The K-1 grants Ellis has been awarded are testament to the high level of quality Ellis delivers every day.

As always, we will work diligently to make careful and thoughtful decisions regarding use of our valuable resources. To those who have contributed to our mission through volunteerism, funding, supplies and goods drives, or by being a past or present Ellis parent or caregiver, we thank you. Ellis is what it is thanks to families and supporters who share our values and believe in what Ellis represents: an economically integrated and racially, socially, and culturally diverse learning environment, in which children are loved and nurtured to reach their full potential.

With pleasure to serve,

Lauren Cook
Chief Executive Officer

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Atsuko Fish
Fish Family Foundation

Andrew J. Tuchler
The Ultimate Companies

Marta B. van Dam
Convexity Capital Management LP
NOT LONG AFTER BEGINNING AS ELLIS’ CEO, I realized my focus would not only be on the children Ellis serves, but also on Ellis’ workforce: those who dedicate their careers to early childhood education and youth development. The stories I read about the impact of the workforce crisis on early childhood education quickly became personal. In short, the early childhood education system in the United States is broken. Despite research showing how critical the first five years of life are for brain and social-emotional development, teachers are not compensated fairly to perform this important work. As a result, fewer teachers are entering and staying in the field. Despite high child care costs that can drain families, revenues simply don’t cover the operational expenses of high quality center-based care. Advocacy efforts are underway to appeal to legislators to invest more in early childhood education and care, but a significant gap remains. The gap results in high costs for families, yet persistently low wages for teachers.

At Ellis we are diligent in our efforts to increase teacher salaries in a fiscally responsible manner. We review our compensation, benefits, and policies regularly to ensure we’re doing all we can to make Ellis a great place to work. We thank and recognize our teachers liberally, so they know they are valued, respected, and heard. We are exploring the most effective ways to advocate for our workforce by engaging a variety of stakeholders including our teachers, Board, and parents.

To any of you interested in this issue, we invite you to work with us, on behalf of, and alongside, our workforce. Together we can convey our shared view that the education and care of our youngest citizens should be taken as seriously as that of older children, and that their teachers deserve equal respect and compensation. It’s always disconcerting when cohorts of people are undervalued based on any characteristic, including occupation. Fortunately, thanks to passionate leaders, advocates, and citizens from the past, we know change is possible. And so it must be for our teachers.
TRANSITION WAS CENTRAL TO 2018 FOR ELLIS. From opening a new School-Age site to gathering for a celebration of the long term service of our retiring CEO, the Ellis community looked fondly on the past as we welcomed the possibilities of the future.

We bid farewell to Leo Delaney who served as Ellis’ beloved CEO for 32 years. He transformed Ellis from a small nonprofit with an uncertain future, to a distinguished, leading educational organization responsible for the thriving development of thousands of children over his tenure. To celebrate Leo and all he accomplished for Ellis, supporters gathered to honor his work in October, and generously donated over one million dollars to continue his legacy. These funds are dedicated to supporting ongoing operational expenses and maintaining the quality of our historic buildings.

In partnership with Madison Park Development Corporation, Ellis completed a project to expand our youth program site in Roxbury, which will have a significant impact on the families residing in the community. Ellis’ ability to provide School-Age programming at the newly constructed Dewitt Center will enable 22 new families to join the Ellis community and provide those families with supports they may not otherwise have been able to access.
The Year In Numbers

BALANCE SHEET JUNE 30, 2018

**ASSETS**
- Cash and cash equivalents: $657,032
- Accounts and pledges receivable: $222,394
- Prepaid expenses: $5,479
- Property and equipment – net: $10,769,994

**TOTAL ASSETS**: $11,654,899

**LIABILITIES**
- Notes payable: $3,264,944
- Accounts payable: $163,972
- Accrued expenses: $130,276
- Deferred revenue and rent: $19,167
- Deposits: $29,206
- Long Term Debt: $1,050,000

**TOTAL LIABILITIES**: $4,657,565

**NET ASSETS AND MEMBERS’ CAPITAL**
- Unrestricted: $7,372,488
- Noncontrolling interest: $661,293
- Temporarily restricted: $97,220
- Permanently restricted: $125,000
- Members’ capital: $(1,258,667)

**TOTAL NET ASSETS**: $6,997,334

**TOTAL LIABILITIES, NET ASSETS AND MEMBERS’ CAPITAL**: $11,654,899

**Revenue**
- Earned Revenue: $1,337,055
- Government Grants & Contracts: $2,556,036
- Corporate & Foundation: $594,296
- Events: $62,916
- Interest Income: $4,698
- Individuals: $298,970

**Early Education Program**: $2,457,473

**Adult Day Health Program**: $345,278

**School-Age Program**: $545,458

**Administration**: $617,954

**Development**: $264,419
CORPORATE & FOUNDATION
Bushrod H. Campbell and Adah F. Hall Charity Fund
Charles H. Farnsworth Charitable Trust
Citizens Bank
Davis Square Architects, Inc.
Dean Foundation for Little Children
Finegold Alexander Architects
Foundation M
Franklin Square House Foundation
Highland Street Foundation
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Macomber Family Foundation
Massachusetts Capital Resource Company
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The Boston Foundation
The Harold Whitworth Pierce Charitable Trust
The Lenox Hotel
The Life Initiative
The TJX Foundation Inc.
United Way of Massachusetts Bay
William E. Schrafft and Bertha E. Schrafft Charitable Trust

PUBLIC FUNDING
ABCD/Child Care Choices of Boston
Boston Public Schools
Massachusetts Department of Early Education and Care
Massachusetts Department of Elementary and Secondary Education
MassHealth

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Coleen and Ted Dinneen*
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Dianne and Lawrence Hughes*
Lisa Sunwoo and Andrew Schneller

$1,000 - $4,999
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Renee and Warren Besser*
Mike Bynarowicz
Siena Colegrave
Suzanne Dwyer*
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Sarita Uribe and Martin Hall
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Emily and Tim Hughes
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Cordelia and George MacPherson
Carroll
George Marootian
Borgna Brunner and Richard Moran
Beatrix Pina Smith
Marilyn Rosh
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Susan and R. Michael Scott
Lindsay and Brian Swett
Marta and Luc van Dam*
Susannah and Andrew Wardly

$500 - $999
Nina Ross and Nessan Bermingham
Lucy Burr
Brenda Bynarowicz
Andre Compagna
Lynda Coye
Anne Marie and Leo Delaney
Carlie Donovan
Chris Feige
David Fialkow
Susan Furtado
Stacy and Brad Greene
Sarah and J. Clark Grew
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Russell Kane
Joseph Labresh
Jennifer Lee
Joseph McGrail
Kerry Weiss and Gustavo Pena
Keith Pinson
Sue and Tony Pira
Andrew Plump
Gena Rhee
Tracy Slater
Chuan Chang and Denny Tuan
Kristen and Derek Vicino
John Young

Although space constraints prevent us from listing gifts under $500, please know we are grateful for every dollar donated.
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* Ellis Board Member
Boston Ballet Soloist Isaac Akiba leads a class

engage • educate • empower