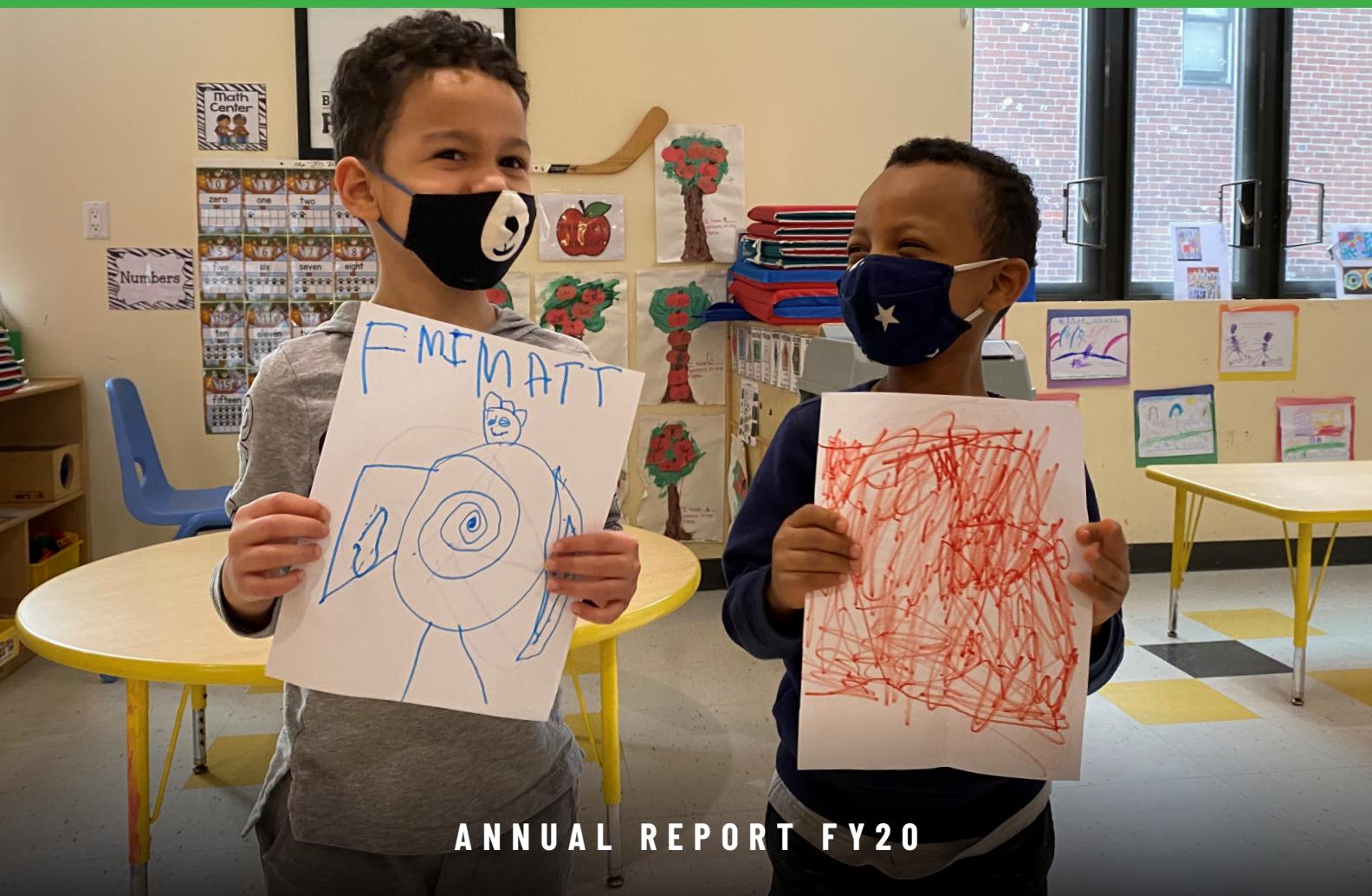


NEW WORLD, SAME WONDER



ANNUAL REPORT FY20

Message from the CEO

Dear Friends,

The completion of FY20 marked my first full fiscal year at Ellis, and what a year it was! The year began with preparations to replace our entire HVAC system at 58 Berkeley Street, which was completed in September 2019. The HVAC challenge felt like our greatest hurdle and accomplishment at the time, but at that point we had no idea what March would bring.

Ellis closed on March 17th of 2020 through the end of our fiscal year (June 30), per the State mandate due to the Coronavirus pandemic. Our team quickly pivoted to continue our work serving families remotely. Ellis was able to provide educational and social enrichment programming to our children despite the extraordinary circumstances brought upon by the pandemic. In addition to regular Circle Time via Zoom, virtual music classes, Facetime “chats” between our infants and their teachers, Ellis hosted our first (and hopefully only!) remote K-1/UPK graduation. We delivered backpacks, family picnics, and diplomas to each of our graduates to complement a special graduation ceremony via Zoom.

Throughout the closure, our teachers stretched their skills in ways they hadn’t imagined, learning new technology like Zoom to keep their young students engaged and connected to their Ellis community. Ellis retained our entire staff throughout the closure, thanks to the Payroll Protection Program (PPP). That continuity was a top priority to demonstrate our commitment to our team and their value to our community.

While the onslaught of the pandemic was indescribably challenging, its arrival highlighted the strength of the Ellis community and how special it is. Spearheaded by caring parents and friends, our community immediately rallied to support the needs of its members. It is this unwavering support that continues to ensure Ellis will survive this crisis and continue the important work our founder started in 1885.

Though this wasn’t the first full fiscal year as CEO I anticipated, its challenges have shown me how fortunate I am to be in this leadership position at Ellis. Our families, team, boards, partners, and supporters continue to make me grateful to serve.

Yours,

Lauren Cook

LAUREN COOK, Chief Executive Officer



“Ellis was able to provide educational and social enrichment programming to our children despite the extraordinary circumstances brought upon by the pandemic.”

LAUREN COOK
Chief Executive Officer

Ellis Board Profile: Frank Davis



“Ellis provides an opportunity that is especially important now. It is so hard on working parents these days and Ellis provides something really special.”

FRANK DAVIS
Member of Board of Directors

Meet Frank Davis, one of Ellis’s longest-serving members of our Board of Directors. In April, 2020, as the pandemic brought everything to a halt, Frank stepped up in an important way. With his professional specialty in small business banking, Frank was able to help Ellis secure a COVID-19 Payroll Protection Program loan. This loan allowed Ellis to keep our dedicated educators on staff throughout the spring and be in the best possible position for our Grand Re-Opening on July 1st.

When asked why he first got involved with Ellis and why he has stayed, Frank says “Early in my career, I was looking to get involved in the community and serve on a board whose mission I could really get behind. That was over 30 years ago and I still love the place. I think Ellis is wonderful. We are serving the greatest needs right now. Ellis provides an opportunity that is especially important now. It is so hard on working parents these days and Ellis provides something really special. The program is excellent, really Cadillac quality.”

In addition to his work with Ellis, Frank is very involved in his community. Frank and his wife, Beth, live in Milton, where they raised their two grown children. Frank is a Trustee of the Milton Affordable Housing Trust and a member of Milton’s Equity and Justice for All Advisory Committee.



What Sets ELLIS APART

- ◆ Ellis is accredited by the National Association for the Education of Young Children, putting it in the top 5% of early childhood programs nationally.
- ◆ Ellis is rated a level 3 out of 4 based on Massachusetts' Quality Rating and Improvement System, and is on track to achieve level 4.
- ◆ Due to our high level of quality, Ellis has received Universal Pre-K (UPK) funding from the City of Boston to support two K-1 classrooms in coordination with Boston Public Schools.



Our MISSION

Ellis partners with families to provide high quality early childhood education and out-of-school programs in a warm, nurturing environment. A recognized leader in our field, we support children across the socio-economic spectrum, treasure diversity in all forms, and celebrate the joy of childhood.



Creating Partnerships

Neighborhood Villages

Before the pandemic hit in 2020, Ellis received a great honor: an invitation to partner with Neighborhood Villages, a nonprofit committed to improving early childhood education and care for all families. Lauren Kennedy and Sarah Muncey founded Neighborhood Villages in 2017 as young mothers who realized that early education and childcare are public goods without the same government recognition and support given to older children. Neighborhood Villages provides significant funds for early childhood programs, and uses the results of these pilot efforts to advocate for childcare policy changes.

Ellis is one of five Neighborhood Villages partners. “We chose Ellis for its phenomenal programs, incredible leadership, and trusted relationships with neighborhood families over many years,” says Kennedy. Adds Muncey, “We don’t choose a partner because there’s a deficit, but because we want to foster improvements that become possible when more support is offered.”

Neighborhood Villages is funding two new full-time positions at Ellis. Monica Wright, the Operations Manager, is responsible for the work that makes Ellis run smoothly: scheduling, cost-effective purchasing, and both defining and implementing



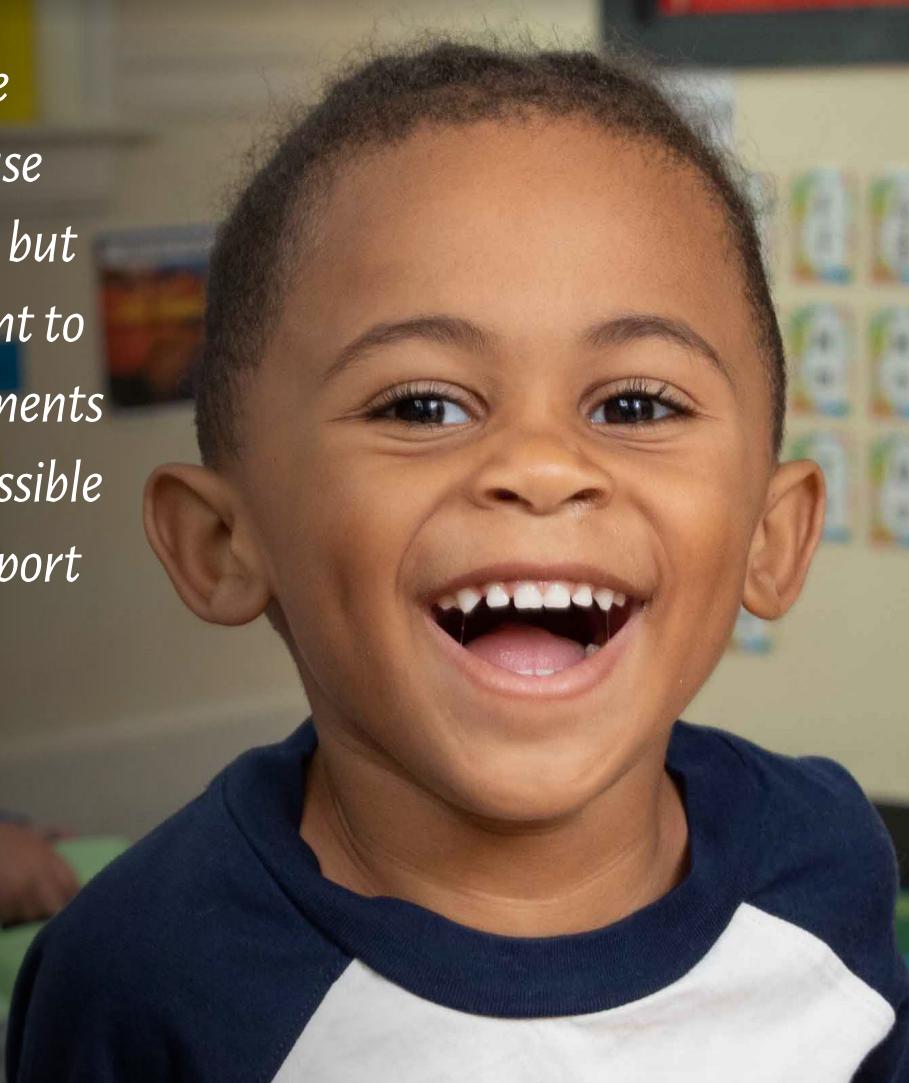
policies and procedures for effective operations, particularly during COVID. These tasks require time, focus, and expertise, but had fallen to senior staff and teachers on an ad hoc basis.

Jessie Elston, the Family Navigator, is responsible for helping families connect with needed community resources that can be difficult to find, such as food, housing, parent engagement classes, and social work support. “It’s hard for teachers who recognize what a child’s family needs but aren’t in a position to help,” says Muncey. “Support for families is the best investment we can make.”

Both organizations hope to continue their collaboration over time. They will work together to assess and measure its effects on teachers, staff, children, and families, and will then seek ways to standardize the changes that best foster success. Ellis welcomed the new staff at the end of Fiscal Year 2020. We look forward to all we’ll have to report a year from now.

*“We don’t choose
a partner because
there’s a deficit, but
because we want to
foster improvements
that become possible
when more support
is offered.”*

SARAH MUNCEY
Co-Founder Neighborhood Villages



From Our Families

THE SWETTS

Lindsey and Brian Swett discovered Ellis when looking for early education programs in the South End for their son, Arnie, and were immediately attracted to the Ellis mission to support working parents. Lindsey, who owns her own business in the neighborhood, says, “The fact that Ellis explicitly calls out that childcare exists to help people, especially women, continue to work is really important to me. Ellis has a legacy of doing just that for generations.”

Arnie started in Ms. Rosa’s infant classroom in September of 2016. Lindsey recalls that Ms. Rosa helped her and Brian recognize Arnie’s developmental needs and milestones, support which was particularly helpful to them as new parents. Lindsey and Brian were thrilled when their younger son Penn began in Ms. Rosa’s classroom after Ellis’s grand reopening in the summer of 2020.

When Ellis closed due to the pandemic in March of 2020, Lindsey and Brian instantly stepped up to help other Ellis families. In Lindsey’s words “it was just a no brainer” to make a generous donation to cover the cost of subsidized co-pays. “In my mind, this pandemic has really laid bare inequities and struggles that already existed, particularly for women of color, and that’s not a society that I’m willing to accept.”

Lindsey hopes to remain involved in the Ellis community because she feels that by helping Ellis execute its goals and its mission she is supporting more neighborhoods in Boston, due to Ellis’s broad service reach. Lindsey and Brian remain extremely grateful for the community they’ve found at Ellis. Arnie returned to Ellis after the grand reopening in July before starting Kindergarten at a new school, and enjoys saying hello to his friends and former



teachers when he and his parents pick up Penn at the end of the day.

The Swett family’s kindness is just one of many examples of Ellis families supporting one another. Whether through a simple, “How are you?” during pick-up, words of affirmation during a Family Town Hall meeting, or immediate direct support in times of crisis, the Ellis community continues to show up in full force with care and compassion.

From Our Families:

THE PINSONS

Dannielle and her husband Keith, who attended Ellis as a school-age child, spent three years on Ellis’s waitlist before their oldest son, Quentin, started in Preschool. After spending his infancy and toddler years at a family childcare center and a Head Start program, Quentin’s learning and development thrived with Ellis’s more structured curriculum and social opportunities. Dannielle and Keith were thrilled when their younger son Kameron began in an infant classroom.

Dannielle says she and Keith have loved seeing their boys share what they learned in school at home, making it clear how much they picked up in the classroom and through playing with other children. She says Quentin started Kindergarten with confidence and has excelled academically, especially in math and sciences, and Kameron has already expressed his readiness to begin Kindergarten in the fall.

Dannielle joined the Ellis Family Committee within the first few weeks of enrolling Quentin. She recalls that her own mother

was very involved in her school growing up, and she felt it was important to model that same example for her boys. The Committee gave her opportunities to connect with other families, including some who she’s kept in touch with even after their children graduated, and also add more diverse representation to the Committee.

Dannielle, originally from Dorchester, never had a teacher who looked like her until she attended Spelman College, a Historically Black College, in Atlanta, Georgia. “I’m used to being an ‘only’ creating space for myself at the table where I don’t see people like myself.” That’s why, she says, it’s so valuable that her children have teachers and friends at Ellis who look like them and who may have similar life experiences. “My hope is that as my boys grow and develop and create their own life paths, they never have to experience being an ‘only.’”

Dannielle joined the Ellis Board of Trustees in the Fall of 2019, and hopes to remain engaged even after Kameron goes to Kindergarten in the Fall. A non-profit



professional, she aims to bring her skills and relationships as the Manager of Development at the Greater Boston Food Bank to the development team at Ellis.

“Ellis is part of our family. Our experience over the last 6 years has been nothing but positive. I’ve developed such great relationships with teachers, staff and other families, and I feel incredibly fortunate and blessed to have been introduced to Ellis: it’s been such an amazing resource for my family and has really set my children up for success.”

The Year in Numbers

BALANCE SHEET JUNE 30, 2020

ASSETS

Cash and cash equivalents	\$ 1,131,452
Restricted cash – Endowment	\$ 180,856
Accounts and pledges receivable	\$ 398,944
Prepaid expenses	\$ 9,654
Property and equipment - net	\$ 10,688,141

TOTAL ASSETS \$ 12,409,047

LIABILITIES

Notes payable, current portion	\$ 52,769
Accounts payable	\$ 89,075
Accrued expenses	\$ 171,470
Deposits	\$ 18,669
Long Term Debt	\$ 4,137,536

TOTAL LIABILITIES \$ 4,469,519

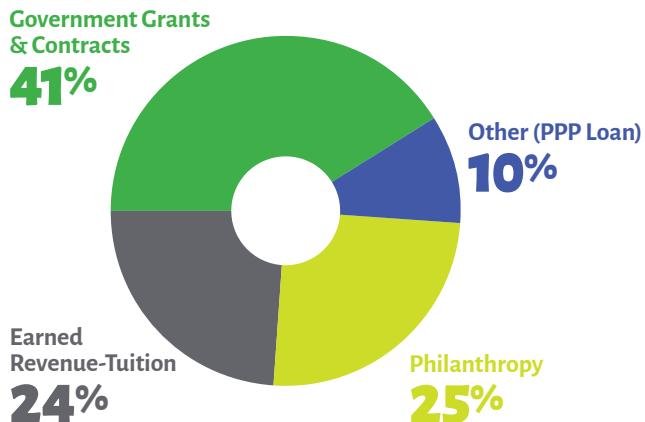
NET ASSETS

Without donor restrictions	\$ 7,703,673
With donor restrictions	\$ 235,856

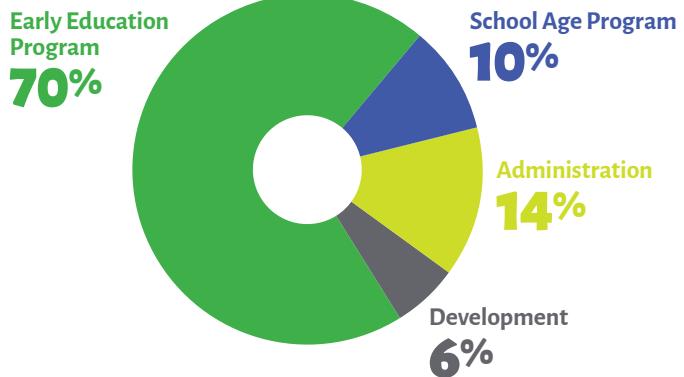
TOTAL NET ASSETS \$ 7,939,529

TOTAL LIABILITIES, NET ASSETS \$ 12,409,048

FY20 REVENUE: \$5,482,371



FY20 EXPENSES: \$4,534,534



Unexpected

HVAC Replacement

For years, Ellis struggled with a faulty HVAC system at 58 Berkeley Street that at times left us without heat in the building. After consulting with multiple HVAC experts, we decided we must replace the system. That decision required swiftly raising just under \$500,000 to complete the replacement during the early Fall of 2019 when neither heat nor air conditioning are typically necessary. Thanks to the support of many of you, and a large investment from the Commonwealth, we secured the funds necessary to complete the project on schedule.

The logistics of this project were as daunting as the urgent fundraising required. Our top priority was to provide uninterrupted care for our families, despite the infrastructure overhaul that impacted nearly every room at 58 Berkeley Street. We're happy to share that not a single classroom was closed throughout the two-month project. To protect our children from the construction,

we created temporary classrooms in common areas next door at 66 Berkeley Street, with oversight and approval of the Department of Early Childhood Education and Care.

We moved 117 children in 10 classrooms across the street in different shifts while the work took place, requiring 5 different moves and several temporary classroom reconfigurations, often requiring staff to work overtime. (We had a good laugh wondering what our neighbors thought as they saw us wheeling empty cribs back and forth between our buildings!) The entire Ellis team worked together to minimize the disruption to the children we serve, and our families demonstrated their characteristic understanding and flexibility. To our families and our HVAC donors, we appreciate you and our beautifully functioning heat.



2019 Annual Benefit

Ellis is Wonderland



Our annual benefit took place at the South End's Beehive restaurant on October 24, 2019, and we were thrilled to welcome over 275 guests to spend an evening with us embracing the joy of childhood. "Ellis is Wonderland" reflected the vibrancy of Ellis with table centerpieces of crayons and Play-Doh, a menu inspired by youthful favorites including grilled cheese and milk and cookies, and a fun-filled performance by some of our school-age children and the Sugar Babies band.

Ellis parent and Board of Trustees member, Dannielle Pinson, spoke about the impact of Ellis, saying, "I truly believe Ellis is creating the diverse leaders of tomorrow. Its rich diversity sets Ellis apart from other early educational centers and gives our children an advantage as they continue their educational journeys."

Some other key highlights from the event included:

- ◆ Lauren Cook's remarks, stating, "Ellis represents what Boston should be and can be, a place where social barriers are broken down and children and families from all socio-economic, racial, and cultural backgrounds form a community of support and friendship."
 - ◆ Mike Scannell, Ellis Board of Directors member, receiving the Ida B. Eldredge award for his service engaging, educating, and empowering working families.
 - ◆ Over \$300,000 raised for continued operating support.

We remain thankful to everyone who helped make Ellis is Wonderland a success.



Partners In Our Work

CORPORATE AND FOUNDATIONS

Aberdeen Standard Investments	Hingham Institution for Savings
Adage Capital Management	Keller Williams Realty
AllWays Health Partners	Kirkland & Ellis LLP
ART Engineering Corporation	KPMG
Bain Capital	Liberty Mutual Foundation
The Baupost Group Charitable Fund	Loomis, Sayles & Company
Berkshire Partners LLC	McPhail Associates, LLC
Blue Cross Blue Shield of Massachusetts	Mutual of America
Brookline Bank	Natixis Investment Managers
Bushrod H. Campbell and Adah F. Hall Charity Fund	Northern Benefits
Cabot Risk Strategies	PNC Bank
Cruz Development	PriceWaterhouseCoopers
Dean Foundation for Little Children	PURE Insurance Foundation
DellbrookJKS	Ropes & Gray LLP
Delta Dental	State Street Corporation
DCC (DiCicco, Gulman, & Company)	Tech Networks of Boston
Eastern Bank Charitable Foundation	The Mount Vernon Company, Inc.
EY	TJX Foundation Inc.
Fish Family Foundation	Trinity Financial
Foundation M	United Way of Massachusetts Bay and Merrimack Valley
Franklin Square House Foundation	William E. Schrafft and Bertha E. Schrafft Charitable Trust

PUBLIC FUNDING

Boston Public Schools
Massachusetts Department of Early Education and Care
Massachusetts Department of Elementary and Secondary Education

DONORS

\$10,000+

Kathy Betts and Chip Lewis
Coleen and Ted Dinneen
Suzanne Dwyer
David and Wendy Giunta
Emily and Tim Hughes
Larry and Dianne Hughes
Judith Moore
Alison and Frank Quirk
Kim Sinatra

\$5,000-\$9,999

Warren and Renee Besser
Amy Donovan
Catherine and Keith Farrow
Elizabeth Gay
Steve Pomper and Blair Hewes
Carreau and Jonathan Ryder
Andrew Schneller and Lisa Sunwoo
Will and Erin Teter

\$1,000-\$4,999

Jim Alexander and Tom Stocker	Caroline Michler
Bill and Carolyn Aliski	Richard Moran and Borgna Brunner
Joseph and Marylynn Antonellis	Marleen Nienhuis and Walter Newman
Beverly and Dale Bearden	Kelsey Pegden and Brittany Bahamon
Christopher and Christine Blier	Charles and Carolyn Price
Heather Blier	Norin and Fahim Razzaque
Catherine Brewster and Marc-Andre Giasson	Gena Rhee
Graham Brewster	Marilyn Rosh
Kathy Burns	Saurabh Saraf and Amar Kumar
Carol and William Caporizzo	Michael and Susan Scannell
Jonathan and Jamie Carlson	Laura and Tom Schumacher
Lauren and Andrew Cook	R. Michael and Susan Scott
Joe and Nes Correnti	Beatriz Pina Smith
William Cozean	Bill and Susie Taylor
Fernando and Charlene Domenech	Marta and Luc van Dam
	Susannah and Andrew Wardly

Our Team

AS OF JUNE 30, 2020

BOARD OF DIRECTORS

Coleen Downs Dinneen, *Chair*
Michael J. Scannell, *1st Vice Chair*
Fernando J. Domenech, Jr., *2nd Vice Chair*
Suzanne L. Dwyer, *Treasurer*
Marta van Dam, *Clerk*
James G. Alexander
Warren Besser
Frank L. Davis, III
Amy L. Donovan
Todd S. Ellis
Lawrence Hughes
Samia Kazi
Melissa Menard
William Tetler
Erika Wilkinson

BOARD OF TRUSTEES

Brenna Callahan, *Co-Chair*
Shane Dunn, *Co-Chair*
Elizabeth Bernardi
Christopher Blier
Farrell Boucher
Jonathan Carlson
Tina Chen-Xu
Catherine Farrow
Molly Gorman
Emily Hughes
Kelly Janjua
Whitney Kimmel
Garrett Larivee
Kristina Mumby
Gem Mutlu
Dannielle Pinson
Laura Schumacher
Christopher Shumate
Kristen Vicino
Josh Zakim

ELLIS LEADERSHIP

Brenda Barreto (*20+ years*)
Lauren Cook
Patricia D. Keenan
Tom Monks (*15+ years*)
Kelia Reece (*5+ years*)
Meisha Reece (*15+ years*)
Tiffany Sheets (*15+ years*)
Nikki Stewart
Maria Teixeira (*15+ years*)
Aiyana Terry (*10+ years*)

ELLIS TEAM

Fartun Abdi
Jimmy Baez
Brian Cao
Shanisha Carr
Jeannie Chalek (*5+ years*)
Kathleen Coelho
Rosa Cruz (*5+ years*)
Jennifer Daniels
Jennifer DaSilva (*10+ years*)
Kelsey Devine
Sugenis Diaz (*15+ years*)
Antonia Diniz
Juleann Diniz Gomes
Colleen Donovan
Ivone Dos Santos
Shanika Edouard
Yasmin Elliano-Anderson
Karen Escolero
Sheila Foster
Gine Gomes
Lara Gonzalez (*10+ years*)
Jusielia Gonzalez Montoya
Maurice Hallett (*15+ years*)
Tammy Hillery (*25+ years*)
Ernest Imoisi
Tashalee Jackson (*5+ years*)
Alevitssandra Jesus (*5+ years*)
Aletssandra Jesus (*5+ years*)
Khaleia Johnson
Clifford Kwong
Kasslyn Landry
Delaney Lawrence
Julia Mehl
Carishmar Moore
Kaymani Mullings
Sonya Nesbitt
Michelle O'Hara
Tiaja Powell
Rayshawn Reece
Desiree Reed
Tamairi Rivera
Ajka Sakanovic
Kiya Savannah (*5+ years*)
Kalicia Sears
Jamalia Sheets
Jennifer Slash
Lisa St. Hill (*10+ years*)
Shirley Strickland (*15+ years*)
Brandon Teixeira (*5+ years*)
Shawntell Usher-Thames
Jamileth Valentin (*5+ years*)
Shamika White (*10+ years*)
Rachael Willis
Maryan Yasin



58 BERKELEY STREET, BOSTON, MA 02116
(617) 695-9307
www.ellismemorial.org

Connect with Us



www.facebook.com/ellismemorial



www.twitter.com/ellismemorial



@ellismemorial

LIVE UNITED



United Way
of Massachusetts Bay
and Merrimack Valley