



ELLIS
engage • educate • empower

Annual Report 2018





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

Board of Directors

Lawrence Hughes
President

Frank L. Davis, III
1ST Vice President
Holbrook Cooperative Bank

Coleen Downs Dinneen
2ND Vice President

Michael J. Scannell
Clerk
State Street Corporation

Suzanne L. Dwyer
Treasurer
Massachusetts Capital Resource Company

Reuben B. Ackerman
Berkshire Partners

James G. Alexander
Finegold Alexander Architects

Warren Besser
Natixis Investment Managers

Kathleen V. Betts
Consultant

R. Evan Davis
Davis Holding Group LLC

Fernando J. Domenech, Jr.
DHK Architects

Daniel G. Donahue
Saunders Hotel Group

Amy L. Donovan
LandVest

Todd S. Ellis
FSG Social Impact Advisors

Atsuko Fish
Fish Family Foundation

Andrew J. Tuchler
The Ultimate Companies

Marta B. van Dam
Convexity Capital Management LP



Focus on Workforce

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.

Celebrating the past and

LOOKING TO THE FUTURE

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

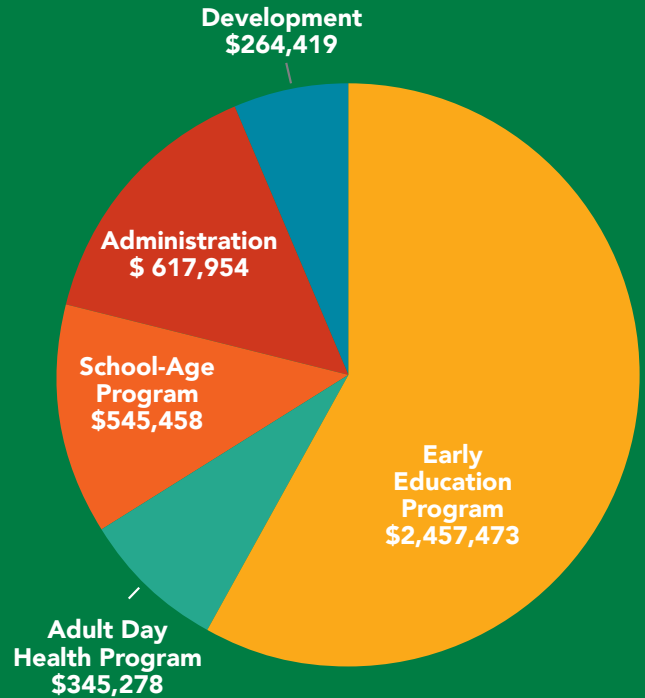
TOTAL LIABILITIES **\$4,657,565**

NET ASSETS AND MEMBERS' CAPITAL

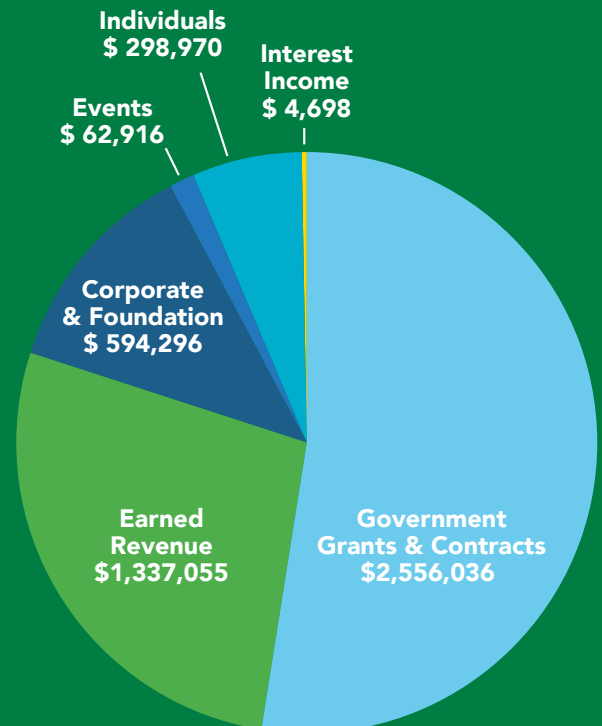
Unrestricted	\$7,372,488
Noncontrolling interest	\$661,293
Temporarily restricted	\$97,220
Permanently restricted	\$125,000
Members' capital	\$(1,258,667)
TOTAL NET ASSETS	\$6,997,334

**TOTAL LIABILITIES, NET ASSETS
AND MEMBERS' CAPITAL** **\$11,654,899**

Expenses



Revenue





SUPPORTERS OF OUR WORK

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
Liberty Mutual
Macomber Family Foundation
Massachusetts Capital Resource Company
Natixis Investment Managers
Norman Knight Charitable Foundation
State Street Corporation
The Baupost Group, LLC
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

INDIVIDUALS

\$10,000+

Coleen and Ted Dinneen*
Wendy and David Giunta

\$5,000 - \$9,999

Kristina and Evan Davis*
Dianne and Lawrence Hughes*
Lisa Sunwoo and Andrew Schneller

\$1,000 - \$4,999

Christine and Reuben Ackerman*
Beverly and Dale Bearden
Renee and Warren Besser*
Mike Bynarowicz
Siena Colegrave
Suzanne Dwyer*
Todd Ellis*
Jill and Daniel Garrison
Sarita Uribe and Martin Hall
Kathryn Horgan
Emily and Tim Hughes
Caren Leedom
Cordelia and George MacPherson
Carroll
George Marootian
Borgna Brunner and Richard Moran
Beatriz Pina Smith
Marilyn Rosh
Susan and Michael Scannell*
Susan and R. Michael Scott
Lindsay and Brian Swett
Marta and Luc van Dam*
Susannah and Andrew Wardly

\$500 - \$999

Nina Ross and Nesson 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
Henry Hale Morrison
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.

SUPPORTERS OF THE FOR THE LOVE OF LEO GALA

Lead

State Street Corporation

Engage

Holly & David Bruce

Educate

Coleen & Ted Dinneen*

Fish Family Foundation

Natixis Investment Managers

United Way of Massachusetts Bay

Empower

Christine & Reuben Ackerman*

Renee & Warren Besser*

The Boston Foundation

Suzanne Dwyer*

Dianne & Lawrence Hughes*

Alison & Frank Quirk

Susan & Michael Scannell*

The TJX Foundation Inc.

Inclusion

Kathy Betts & Chip Lewis*

BNY Mellon

Boston Bruins

Citizens Bank

Dean Foundation for Little Children

Charlene & Fernando Domenech*

Wendy & David Giunta

Hingham Institution for Savings

Ropes & Gray LLP

Thomas Stocker & James Alexander*

Inspire

Bank of America

Blue Cross Blue Shield of
Massachusetts

Brookline Bank

DGC (DiCicco, Gulman & Company)

Amy Donovan*

Jane Greenhood & Arthur Hughes

Maureen & John Hailer

Liberty Mutual

People's United Bank

Marta & Luc van Dam*

** Ellis Board Member*



Boston Ballet Soloist
Isaac Akiba leads a class



engage • educate • empower

Follow Ellis



Designed and Printed by Spectrum Print Plus, Canton, MA



www.ellismemorial.org