



2024
REPORT OF
GIVING



LETTER FROM OUR EXECUTIVE DIRECTOR



Dear CCC Community,

What a year we have had at Concord Children's Center! It gives me the greatest pleasure, at the close of my first year as Executive Director, to thank you for your generosity and support in this year of change.

This year's Report of Giving showcases the opening of our new schoolhouse at 250 Old Bedford Road, realizing the dream of our *CCC Reimagined* strategic plan. In addition, this Report shares the daily impact your financial support has more generally in underwriting the CCC mission – *to cultivate an intimate and welcoming community where children develop respectful relationships and inquisitive minds, build confidence in their individual gifts, and are engaged, prepared and inspired to learn.* Thanks to your generosity, CCC provides the highest quality educator training and benefits, which translates into quality care of children. Further, your generosity ensures our accessibility such that all children in Concord can benefit from the extraordinary care of our expert educators.

This year, our Fund for CCC raised over \$91,000 to support our mission. Thank you! In addition, we increased the number of donors from our community of current families, alumni families, educators and staff, special friends, and corporations. I am grateful and humbled to be leading an organization with such a strong network of people who believe in the importance of our work.

In November 2023, our East Concord location opened during the same week as the Annual Conference of the National Association for the Education of Young Children (NAEYC). CCC has been accredited by NAEYC since 1987, one of the first programs in the country to achieve this level of recognition. This year, your donations made it possible for four CCC staff members, including myself, to attend the conference. **Erika Gutermuth, Brinna Conely, and Jenna Sullivan** participated in educator workshops on such topics as: *Mindfulness in the Classroom, Music with Infants and Toddlers, Adverse Childhood Experiences (ACES), and Trauma-Informed Care for Young Children.*

These last workshops were particularly meaningful as CCC welcomed students this year from the Elm Street emergency shelter. Indeed, CCC's ability to open our doors to these children and families was also made possible by your financial support of our Tuition Assistance Program. For these students, and our entire community, CCC has worked hard to keep up with best practices in working with the evolving needs of our educators, children and families. Thank you for making these important trainings accessible for our educators, and for supporting families who will benefit from our care.

In FY25 and going forward, we have plans to create a strategic plan to guide CCC into the future. CCC's foundation, thanks to your generous support, is strong. I look forward to building on our almost 50 years of quality care, and joyfully anticipate the profound impact CCC will have on future generations.

Suzie Kornblum
Executive Director



2023-2024

**CONCORD CHILDREN'S CENTER
BOARD OF DIRECTORS**

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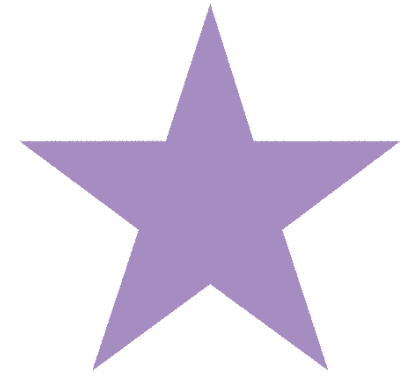
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Jackie Fishbein

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Katherine Manning

Jordan Zirkel



Our Mission Statement

The mission of the Concord Children's Center is to cultivate an intimate, welcoming community where children develop respectful relationships and inquisitive minds, build confidence in their individual gifts, and are engaged, prepared and inspired to learn.



2023-2024 EVENTS



FALL SOCIAL

This year's fall social took place on September 22 at the home of **Carrie and Jonathan Rankin**. Over 100 people attended the event, including parents and staff. As in the past, this year's event featured the opportunity to sample craft beers selected by **West Concord Wine & Spirits**.

BOOKSHOP FUNDRAISER

Our annual Concord Bookshop fundraiser took place on November 4. Many of our families and teachers attended the event, which raised **\$1,406** for CCC.

NIGHT AT THE DISCOVERY MUSEUM

Our winter family fundraiser returned this year with a very successful CCC community evening on January 28 at the Discovery Museum in Acton. Over 200 CCC parents and children attended the evening.



SPECIAL FRIENDS DAY

We welcomed our students' special friends and grandparents to both of our sites the morning of May 10. Special friends enjoyed visiting classrooms and sharing activities like reading books, doing crafts, and playing outside with the children.





CELEBRATE Concord Children's Center

This year's spring gala, *Celebrate Concord Children's Center*, took place on April 6 at the Sureau Family Discovery Barn at Nashoba Brooks School. The evening was sold out, with over 150 parents, educators, staff, alumni parents, and community members attending, and raised \$29,335 for CCC. We are grateful to the following sponsors whose support helped to ensure the evening's success:

CELEBRATION

Bowdoin Construction Corp.
Leonard, Mulherin & Greene, P.C.

COMMUNITY

Faith and Stephan Bader
MEF Contracting, Inc.
Middlesex Savings Bank
Thoughtforms Corporation

COMMITMENT

Barrett Sotheby's International Realty
Enterprise Bank

CARING

Nathaniel and Katie Carr
Greg and Emily D'Arcy
Shannon Sweeney and Tyson Seely
Zander and Heather Strange

FUND FOR CCC

This year's Fund for CCC raised \$91,558.05 – we are grateful to our community for its generosity. Each donation makes a difference for our children, our teachers and staff, and our school.



FRIENDSHIP CIRCLE

CCC honors donors who contribute \$1,000 or more to the Fund for CCC by designating them members of the Friendship Circle. Years of consecutive giving at the Friendship Circle level indicated in parentheses where applicable.

EXECUTIVE DIRECTOR'S SOCIETY, GOLD LEVEL (\$5,000+)

Kara and Phil Barr+* (4)
Pat and Andrew Goldstein** (2)
Becky and Patrick McCullough* (5)
Pat and Peter Nelson*** (5)
Dawn and Jon Rennert*** (2)

EXECUTIVE DIRECTOR'S SOCIETY, SILVER LEVEL (\$2,000+)

Christina+ and James Anderson* (2)
Jacquelin and Robert Apsler*** (3)
Amantha+ and Jason Butler*** (3)
Kelly and Thomas Doherty+** (5)
Jan and Stephan Hirschler* (3)
Yumi and Jeff Suarez** (5)
Parminder and Madé Wenten** (3)

CURRENT FAMILIES

Romy Nehmé and Elie Adam+
Lindsay Dudgeon and
Kevin Belmonte (4)
Shannon and Daniel Coleman (2)
Matthew and Jackie Fishbein+ (3)
Carolyn and Stuart Horgan

Laurie and Stacy Layton (3)
Michael and Karen Lennon (5)
Katherine Burdick and Shaun Purcell
Sarah and Ryan Sample (4)
Patrick Sedney and Grace Giles+ (2)
Shannon Sweeney+ and Tyson Seely (4)

ALUMNI FAMILIES

Faith and Stephan Bader+ (5)
Mary and Jonathan Ells (4)
Joan and John Ferguson***
Meg Ansara and Joel Gagne (4)
Carolyn and Eric Stein (4)

EDUCATORS AND STAFF

Jennifer Saxe and
Andrew Fletcher** (3)
Suzie and Rob Kornblum**
Joanne and Skip Saideh** (4)
Penni Hensley Wagner and
John Wagner (2)

GRANDPARENTS AND SPECIAL FRIENDS

Anonymous (2)
Deborah Begner (4)
Reed and Carolyn Holden (3)
Steve and Sara Zirkel (3)

Years of consecutive giving at the Friendship Circle level indicated in parentheses where applicable.

+ Board member

* CCC current family

** CCC alumni family

*** CCC grandparent/special friend

DONORS

CURRENT FAMILIES

Rachel and Jon Bandi
Camille and Scott Barnard
Kristin and Bob Belisle
Jaclyn and Robert Bentinck-Smith
Cory Ferguson and Mike Besserer
Samantha and Dan Booth
Ellen and Chris Brand
Stephanie and Bonsal Brooks
Hannah and Charles Henry Burchenal
Nat and Katie Carr+
Heidi and Benjamin Cashman
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Erin Cusker and Mike DeOrsey
Greg and Sharlene Dorothy
Jamie and Chris Dutton
Brittany Ryan and Jeremy Eberhardt
Julia and David Ekelund
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Tooba Cheema and Ronald Gomez Jr.
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Carly and Jesse Heller
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Lauren Moye and Matthew Jones



Joanna and Daniel Joy
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Carrie and Jonathan Rankin
Carly and Joe Bari
Julia Chabrier and Josh Rogers
Zhaleh Safikhani and Pouya Amini
Kendra and Tom Scalfarotto
Dave Scally and Kate Kovalszki

Elizabeth and Robert Scanlon
Diane Hamann and Stephen Scully
Lily and Jonathan Sonis
Justina Zuckerman and
Michael Speckman
Heather and Zander Strange
Julie McClure and Joseph Terry
Tatiana Klinoff and Mark Veilleux
Meryl Ayres and Max Wall
Courtney and Matt Ward

ALUMNI FAMILIES

Susan and Bill Adams
Kenneth and Lynda Anderson***
Kellie and David Anjoorian
Demi Ayres***
Annie and Ben Bailey
Adam and Kayte Bellusci
April Robb and David Carter
David and Susan Clark
Michelle and Drew Clemens
Michael Dettelbach and Holly Rothermel
Sarah Gates and Frank Feist
Hao Feng and Jenny Wang
Paul and Devra Feshbach-Meriney
Hannah Jones and James Gosset
Alison and Jordin Green
Megan and Ron Holsinger
Lynda Ferrari and Wilson Kerr
Daniel Lazewatsky and Hayley Moore
Liz and Joe Mauer
Jamie and Nick Morris-Kliment
Patty and Chris Popov
Naomi and Michael Rosenfeld
Kathryn Oh and Alexander Tedeschi
Jennifer Ubaldino
Marc Ubaldino
Stephen and Katherine Wilson
Sarah Kaufman and Paul Zinn

EDUCATORS AND STAFF

Julia Abreu*
Lillian Albanese
Doris Ascencios
Marcela Bean**
Lauren Becker
Ghada Bitar
Kayla Blake
Tiffany Boisvert*
Aicha Bounar***
Laura Bulino**
JC Conti+*
Emily D'Arcy*
Marie DiPace
Anne Doherty
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Natalia Flaster
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CiCi Grove
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Diane Harris
Anait Kyaramyan
Isabelle Lechauve**
Jennine Giaquinto-Lesser**
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Julie Recco
Heidi Sanborn
Lynn St. Germain**
Jenna Sullivan
Nassima Tizi-ougdal
Jennifer Turini**
Carmen Warren
Jordan Zirkel+

THE MELL/ABREU FAMILY: THREE GENERATIONS OF CCC COMMUNITY MEMBERS



Julia Abreu on the climber at CCC.

Teacher Julia Abreu is a familiar face at CCC – she teaches at West Concord and both her children, Delilah and Wesley, attend West Concord. What many people don't know, however, is that Julia herself attended CCC from 1990-1994, first at Emerson and then at Harvey Wheeler.

"Lynn St. Germain was one of my teachers at Emerson," recalls Julia, "and she now teaches my children in the Crescent Room. Anne Doherty and Diane Krug were among my teachers when I attended the West Concord program in the Harvey Wheeler building."

While Julia was attending CCC, her mother, Lauren Mell, worked at Emerson as a toddler teacher from 1990-1994.

"It has been a personal privilege to have been a part of the CCC family since 1990, first as a parent and teacher, and now as a grandparent," says Lauren. "CCC's nurturing and compassionate environment continues to build a strong foundation for my family as well as other CCC families."

Julia returned to CCC as a teacher in 2012.

"I fell in love with West Concord after I interviewed," Julia recalls. "I could see the joy on the children's faces and knew this was where I belonged (again!)."

"I love being in the classroom every day and shaping the minds of young children," continues Julia, "and as a parent, my love for CCC has grown. The teachers are so devoted to the children, and their many years of experience and expertise truly show in their everyday work."

And why does Julia choose to support the Fund for CCC every year on top of all that she already does for CCC in her classroom? "Supporting CCC is an easy choice! I feel so privileged to be able to send my children to CCC, and I want to do as much for our school as I can."



GRANDPARENTS AND SPECIAL FRIENDS

Susan Carr

Frontis and Ann Clark

Deborah and Clinton Conley

Mary and Michael Curran

Ana and Andy Flaster

Katrina Kelner and Norm Hershkowitz

Kathy Johnson

Bryan Kocher

Jerry and Flo Shapiro

CORPORATE MATCHING AND GIVEBACK GIFTS

Analog Devices

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Citizens Bank

The Concord Bookshop

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Fidelity

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Manulife

Marsh McLennan

McKinsey & Company

MilliporeSigma

Nike

Pfizer

Red Hat

ServiceNow

United Way

+ Board member

* CCC current family

** CCC alumni family

*** CCC grandparent

*This listing includes Fund for CCC donations received between **July 1, 2023, and June 30, 2024**. Every effort has been made to ensure that each of our donors is listed accurately. Should you find any errors or omissions, please accept our sincere apologies and notify CCC Development & Outreach Coordinator Jennifer Saxe on (978) 369-6790.*

THANK YOU TO THIS YEAR'S FUND FOR CCC VOLUNTEER TEAM:

CURRENT FAMILIES

Grace Giles, Fund for CCC Chair, East Concord, departing families

Meryl Ayres, West Concord

Carly Heller, East Concord

Susan and Shawn Kelly, new families

Julie McClure, West Concord

Becky McCullough, departing families

ALUMNI FAMILIES

Demi Ayres

Megan Holsinger



Julia Abreu and her husband, Dan, together with their children, Delilah and Wesley, and Julia's mom, Lauren Mell.

PROFILE OF GIVING: The McCullough/Hoden Family

Becky and Patrick McCullough enrolled their two-year-old son, Hudson, at Ripley in 2016. The family had just moved to Concord, and Becky and Patrick knew they wanted to immerse themselves in the CCC community.

"We moved to Concord not knowing anyone," recalls Becky, "and the CCC community welcomed us with open arms."

The McCulloughs' second son, Carter, started at West Concord in 2018, and their third son, Nolan, started at Emerson in 2021. Becky and Patrick are grateful for the experience their family has had at CCC.

"CCC provided an unbelievable support system for both us and our children," says Becky. "The teachers and admin were our rocks through every developmental milestone and transition – whether navigating the addition of a new child to the family, COVID, or preparing to leave CCC, they were caring and supportive every step of the way."

"Our boys would not be who they are today but for CCC," continues Becky. "They are curious, eager to learn and explore new things, confident, and excited to tackle life's challenges. And most importantly, they understand the importance of kindness to others."

Becky was on the CCC Board from 2017-2022, including serving as Chair from 2021-2022.

"Being part of the Board in a few different capacities was incredibly rewarding," observes Becky, "not only in the ability to give back to the school and community, but to find specific ways to support and recognize the teachers, who work so hard to make CCC such a special place."

Becky and her family have prioritized supporting CCC while their boys have been here, a commitment that extends to her father and stepmother.

"We were in a position to give back financially to CCC during CCC Reimagined," notes Becky. "Playing a small role in making that vision possible means that future generations can experience what our boys did. Moreover, ongoing support allows CCC to continue to provide tuition assistance, which is so critical when the cost of childcare is unsustainable for many."

Becky's father, Reed Holden, explains why he and his wife, Carolyn, have chosen to support CCC.

"Our family has always prioritized supporting education. We have three grandchildren who attended CCC for a total of fifteen years. As we watched them attend and visited ourselves, we saw a professional, deeply committed staff that nurtured each child, teaching them how to make friends, behave responsibly, learn and grow in a positive and safe environment. Finally, we are committed to supporting our daughter, Becky, who was Chair of the CCC Board."

After eight years as a current family, the McCulloughs have joined the CCC alumni community after their youngest son aged out this June. Becky looks very fondly back on her family's time at CCC.

"Our children have formed close friendships with their CCC classmates, and we have found lifelong friends among the CCC parent community – people that are fun to socialize with in addition to forming our village of support for each other's children and helping us navigate life with three kids."

"We are so grateful to CCC for the foundation it gave our family over the last several years," concludes Becky. "We look forward to being a part of the extended community and to seeing CCC thrive with the continued support of current, new, and alumni families."



Becky and Patrick McCullough with their sons, Nolan, Carter, and Hudson.



Reed Holden with his grandsons, Nolan, Carter, and Hudson McCullough.



CONCORD CHILDREN'S CENTER GRANTS

Concord Children's Center is fortunate to receive funding from outside grant-making organizations. We are grateful to the following organizations for their support this year.

GRANT-MAKING AND OTHER ORGANIZATIONS

Concord-Carlisle Community Chest:

a grant to help provide tuition assistance to qualifying families. The Chest has been supporting CCC since 1991.

Commonwealth Cares for Children (C3):

a center-based workforce grant to support educators and staff, including in the areas of bonuses, incentive pay, and staff wellness.

Massachusetts Department of Early Education and Care (EEC) Leadership Institute Early Childhood Support Organization (ECSO):

this year, Concord Children's Center continued to participate in the ECSO initiative, a key strategy of EEC's continuum of support for program leaders to ensure that high-quality services are delivered to young children across the Commonwealth. ECSOs partnered with center-based early education and care programs licensed by EEC to implement tested approaches to improving instruction and practice. CCC participating classrooms received a financial incentive to help cover costs stemming from participating in this initiative.

Trinitarian Congregational Church:

a grant to help provide tuition assistance to qualifying families..



PROFILE OF GIVING: The Doherty Family



Tom and Kelly Doherty enrolled their son, Thomas, at CCC in spring 2018. Thomas was not yet six months old, and Kelly and Tom were first-time parents.

“CCC was a fundamental part of Thomas’ early years,” says Tom. “The advice and reassurance that we received from his teachers were critical for us as new parents, especially as Thomas had a lot of health issues. We had no idea what to do with this little boy who was constantly sick, on top of the regular challenges of having a newborn. Their guidance was invaluable.”

Tom joined the Board Advancement Committee in October 2018 and the Board by the middle of December. Under Tom’s leadership, philanthropy at CCC expanded significantly. He introduced the Friendship Circle, the Fund for CCC leadership giving society, and he and Kelly served as the Circle’s first co-chairs. The creation of this group resulted in a significant increase in Fund for CCC income.

“When I joined the CCC Advancement effort, there really wasn’t a solid culture of giving,” recalls Tom. “Everyone was committed to having a great center for our children, but tuition alone isn’t enough to give us everything that we want for our students, our teachers and our school. Everyone needs to contribute philanthropically at the level that they can beyond tuition. That makes the difference between a great center and an exceptional center.”

Tom continues: “CCC received very generous community support during COVID and CCC Reimagined (the project to restructure CCC into a two-site model); however, as we move forward, people can’t think that this support is no longer needed. It is still needed, still essential and impacts the everyday experience of our students, which is the most important thing of all.”

Tom served on the Board until this past June, including serving as Board secretary for several years and chair from 2022-2023.

“As I step down from the Board, I’m in the middle of a three-year Friendship Circle pledge,” says Tom. “It’s imperative that families moving into the alumni community continue to support the school, not just for their children but for the community. CCC is an integral part of Concord, and it’s critical that this resource remains for future children and families even after our children have moved on.”

Tom points out that a donor’s gift goes farther when donating to a smaller institution like CCC. “Donating \$1,000 to your university is not going to significantly move their fundraising needle. But if you donate \$1,000 to CCC, that’s around one percent of our Fund for CCC total and makes a real difference. If you want your gift to have an immediate, direct impact, donate to CCC.”

Tom is the President of Saint Theresa of Avila School in West Roxbury, where he oversees children from Preschool through Grade 6, including 150 three-, four- and five-year olds. Working in early childhood education makes Tom appreciate what CCC does beyond what he saw as a parent.

“To be in education professionally gives you that extra level of appreciation for what a great job CCC does and how many of the things that it does are remarkable. It’s a great place.”

Concord Children's Center Reimagined

After years of planning, preparation and construction, FY24 was the year that CCC assumed its long-awaited two-site configuration. During summer 2023, the infant-toddler space at our West Concord site was reconfigured to accommodate three infant-toddler rooms instead of the two existing rooms. We now have seven classrooms at West Concord: three infant-toddler rooms and four preschool rooms.



At the same time, work continued on our new East Concord site at 250 Old Bedford Road, and in November we moved into our beautiful new home. CCC East Concord contains six classrooms – three infant-toddler and three preschool – a gross motor space, a preschool activity space, an activity kitchen, infant-toddler and preschool playgrounds, and long-awaited space for staff to plan and relax.

Key benefits of CCC's new two-site configuration:

- Provides us with site stability, since both sites are owned by CCC.
- Accommodates the same number of students as our historic three-site configuration.
- Structures CCC to most effectively and efficiently serve the next generation of young children and their families as well as our educators and staff.

We held several community events around the opening of our new East Concord site in the fall, including open houses for our neighbors and the greater Concord community, a visiting day for East Concord children and families in advance of the building opening, and an appreciation event for the project's leadership donors.

◀ *The new West Concord Crescent infant-toddler room.*

DONORS

Funding for *CCC Reimagined* has been provided through a combination of reserves, bank financing, and fundraising. We are grateful to our capital donors:

- Stephan and Faith Bader
- Chuck and Gloria Clough
- Reed and Carolyn Holden
- David Holdorf and Kathy Dwyer
- Carrie and Jonathan Rankin

The following donors contributed to a focused fundraising effort honoring former CCC Executive Director Pat Nelson on her retirement in 2023:

- Kathleen Bailey and Richard Wells
- Tim Barberich and Eileen Gebrian
- Heather and Aubrey Bout
- Pam Gannon and David Douglas
- Joan and John Ferguson
- Betsy and Ryan Keller
- Naomi and Michael Rosenfeld
- Campbell and Siobhan Rowe
- Meg and Bruce Seely
- Shannon Sweeney and Tyson Seely
- Carolyn and Eric Stein
- Carol and Chris Wilson



East Concord educators and students enjoyed seeing their new school in advance of the building opening.



One of the most popular spaces in our new site is the activity kitchen, which is used for classroom cooking activities as well as for snack preparation.



The playgrounds are sensory-rich, nature-based environments that provide the children with opportunities for active and creative play as well as gathering spots for big and small groups.



The large gross motor space is used for all-school gatherings, performances, meetings, and much more!

PROFILE OF GIVING: The Sample Family



Ryan and Sarah Sample with their children, Emma and Jackson.

Ryan and Sarah Sample, together with their 18-month-old son, Jackson, moved from Boston to Concord in fall 2020. The Samples were looking for a play-based, group care environment with a strong family presence that could help them establish roots in Concord.

"Jackson started in October 2020, in the midst of the COVID pandemic," recalls Sarah. "Yet, despite numerous restrictions and precautions, the teachers at CCC went beyond our hopes to create a warm and supportive community!"

Sarah continues: "In fall 2022, our daughter Emma joined CCC as an infant. Just as we expected, she has also thrived thanks to the teacher and staff commitment to CCC's core values."

This commitment on the part of the staff has motivated both Sarah and Ryan to get involved at CCC themselves. Ryan is a member of the Board Finance Committee, while Sarah is a member of the Board Advancement Committee and also joined the Board this year. They have also been inspired to support CCC at the Friendship Circle level.

"Seeing the dedication of the teachers and staff in upholding CCC's values and caring for our children during the pandemic inspired us to start contributing at the Friendship Circle level in 2020," recall Sarah. "Now, every time we drop off our children with their amazing teachers and pick them up smiling at the end day, we feel deeply grateful to be part of the CCC community."

Ryan agrees, stating that "supporting CCC has become a priority for our family. Additionally, we are thrilled that CCC can benefit from my employer, Manulife's, charitable matching gift program."

"Over the past four years, CCC has exceeded all our expectations!" concludes Sarah.

2023-2024 CCC FINANCIAL OVERVIEW

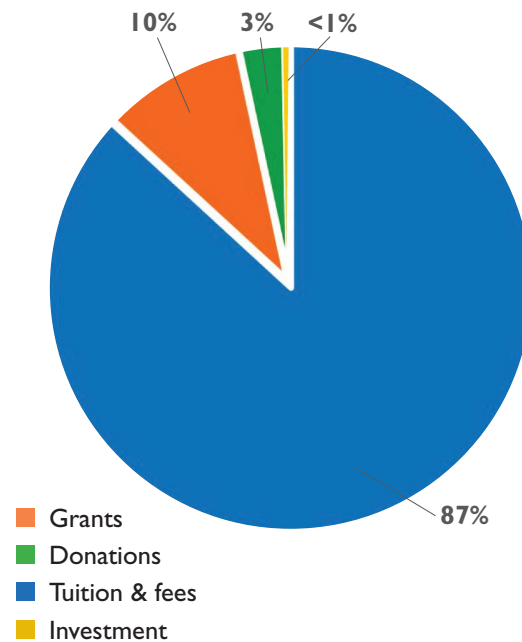


FY24 was the year that *CCC Reimagined* became a reality. The full year featured full enrollment and an additional classroom; notwithstanding a shorter school year due to transitioning to the two-site model, operating receipts were well over \$4.5 million. CCC served 165 children from 139 families from 12 towns, with 75 percent of our children coming from Concord. We are proud that CCC provided tuition assistance to 11 percent of our families, enabled by participating in the state's voucher program and thanks to the generosity of donations from the Concord-Carlisle Community Chest, the Trinitarian Congregational Church, and private donors – which are 100% matched by CCC. At the

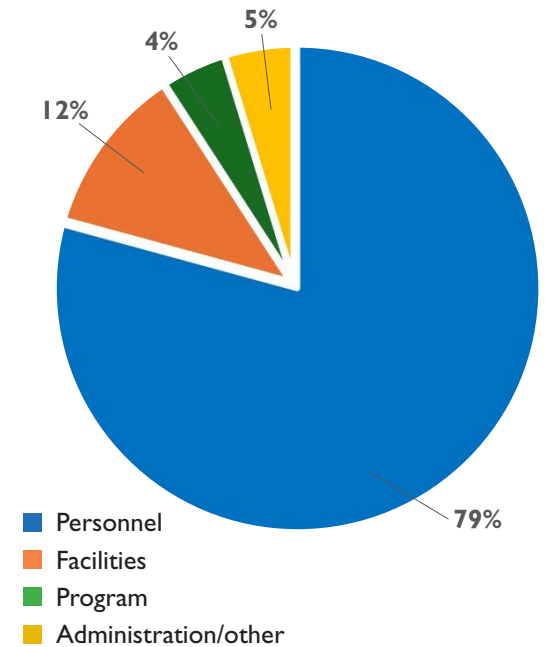
same time, robust giving to the Fund for CCC, as detailed in this report, rounded out our revenue sources.

FY24 operating expenses featured additional personnel costs as we continued to improve our teacher compensation packages, utilizing the Commonwealth Cares for Children (C3) grant funding in large measure. We strive to keep other expenses under control, recognizing that our new East Concord facility and West Concord reconfiguration add significantly to our occupancy costs. Thanks to Middlesex Savings Bank, our permanent mortgage is in place and financially we are well positioned for the future.

CCC FY24 OPERATING INCOME



CCC FY24 OPERATING EXPENSES





East Concord Program • 250 Old Bedford Road, Concord MA 01742
West Concord Program • 1300 Main Street, Concord MA 01742 (mailing address)
Telephone: 978.369.6790 • concordchildrenscenter.org