

25 Years of Supporting Family Child Care



2024 Impact Report





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Supporting Educators, Children, and the Economy

When All Our Kin was founded in 1999, we knew that valuing family child care (FCC) meant recognizing the power of small businesses and giving the strongest of starts to our earliest learners.

It was a novel idea at the time, and we were small and scrappy, learning as we went. Over the past 25 years, we have transformed the communities we serve most deeply, helping to open thousands of new family child care businesses and training partners across the nation to do the same.

That all equates to meaningful change for children, educators, and families.

Fast-forward to today, and we have helped define the field of family child care, establishing family child care educators as central to the

care ecosystem. From one site in Connecticut, we are now in 33 states, supporting 13,000 educators and more than 90,000 children. We have developed a proven national model to build, strengthen, and sustain family child care nationwide, and we are not slowing down.

Our sincere gratitude goes to all of you who have been part of our story over the last quarter century. Your contributions and support have profoundly enriched our work.

For those new to our mission, we are excited to continue this journey with you. Now more than ever, we're reaffirming our commitment to transforming child care.

Together, we can make a difference.



Jessica Sager

Jessica Sager
Co-founder & CEO



Janna Wagner

Janna Wagner
Co-Founder-in-Residence
& Senior Advisor



C. Nicole Mason

C. Nicole Mason
Chair of the Board

About All Our Kin

All Our Kin is a national nonprofit organization that trains, supports, and sustains family child care professionals as early childhood educators and entrepreneurs.



Scan to learn more about a day in the life of family child care educator Sandra Dill.

Our mission to transform the nation's child care system results in a triple win:

- Child care providers succeed as business owners.
- Working parents find stable, high-quality care for their children.
- Children gain an educational foundation that lays the groundwork for achievement.

Our three-pronged approach is designed to improve the lives of educators, children, and families in significant ways.

What is Family Child Care?

Family child care educators operate home-based child care businesses that are a primary source of care for our country's youngest children.

They provide high-quality early childhood education in intimate environments that are culturally and linguistically responsive. At the same time, they are community-based, accessible, and support parents with non-standard working hours.

This model has the potential to positively change communities. Developing family child care is a proven solution to creating vibrant neighborhoods where educators and families can thrive.

These educators are essential, and they deserve our full support. Investing in their training and resources is the key to solving the child care shortage and ensuring families have access to quality care.

Direct Service

New York & Connecticut

Owning and operating a thriving home-based child care program requires dedication and effort.

That's why our Direct Service programming supports educators every step of the way.

Whether providers are opening their doors for the first time or studying and preparing for national accreditation, All Our Kin provides a variety of targeted services, all free of charge, in English and Spanish.

It is a comprehensive approach that yields tangible outcomes, year after year!

In fact, All Our Kin engaged **1,070 educators**, enhancing **7,140 child care slots** throughout

New York and Connecticut, and provided **individual support to more than 600 educators** during the 23-24 programmatic year.

In the earliest stages, our experienced licensing team provides future home-based child care owners with the essential resources and support they need to comply with health and safety regulations, fulfill state licensing requirements, and prepare welcoming spaces for children to thrive.

This has a real impact on local communities. In 2024, **72 educators (including providers, substitutes, and assistants) became licensed**, creating **34 new small businesses** and **318 new child care slots** in New York and Connecticut.



“All Our Kin has been the backbone of my family daycare. I am grateful for the phone calls, texts, all the invitations, and classes they have provided.”

Dora Ramos
Nova Academy
Connecticut

We also provide expertise as family child care providers learn the ins and outs of the industry. For example, in our proprietary Business Series, educators develop the skills to create budgets, handle record-keeping and taxes, market their programs, and more. This year, **over 100 educators graduated from the Business Series**, with 96% of the group demonstrating improved knowledge, skills, and attitudes.



We know that all learning begins with loving, secure attachments with parents and caregivers. With a deep, intentional focus on early relational health, our coaches partner with educators to create tailored coaching plans that emphasize child development skills, care and education, and family engagement.

We also provide an array of programming that addresses timely, relevant topics, including early literacy, children with special needs, social-emotional learning, outdoor education, and so much more.



We also support providers with their educational goals. For those who wish to take their learning to the next level, our coaches work with educators as they earn Child Development Associates (CDA) credits or achieve accreditation through the National Association for Family Child Care (NAFCC).

[Scan to read more about the Business Series in this CT Mirror feature article.](#)

Training & Technical Assistance

Through technical assistance (TA), All Our Kin shares our direct service model nationwide with training and resources for community-based organizations, unions, child care resource and referral agencies, educator groups, state and local governments, and more.

Our TA programming includes business training, policy advising, educational coaching, licensing support, and network development. This builds the capacity of organizations across the country to effectively increase the supply, quality, and sustainability of family child care by providing equity-centered, strengths-based professional development and coaching.

The result? We've successfully moved networks from planning to implementation and have demonstrated that our model can be replicated with fidelity, **growing our national presence by more than 25% year over year and expanding partnerships to 33 states and Washington, D.C.**

For example, we partnered with the Child Care Resource and Referral system in Tennessee to provide holistic training to their new team supporting FCC statewide.

We also onboarded staff with our Fundamentals of Family Child Care training, engaged them in a deep, multi-day in-person workshop on relational, responsive, and reflective practice in educational coaching, and raised their business acumen through a week-long Business Series Train-the-Trainer.

We were proud to engage in two major projects to build FCC networks from the ground up in partnership with community-based organizations:

In Kansas City, with the support of GreenLight Fund Kansas City, we partnered with The Family Conservancy and are in our third year of centering educators in the planning, design, and



“Participation in [Network Development] helped me realize that with planning, brave conversations, and bold action, we can support family child care providers in serving our community and providing quality, affordable child care for families. This opportunity has given our team...a different perspective of real support for family child care.”

Jacquelyn Rodriguez,
Agenda for Children
Louisiana

implementation of a new staffed family child care network. Already, the network has supported more than 600 child care slots in Kansas City.

In Mercer County, New Jersey, with the support of The Burke Foundation and the MacMillan Family Foundation, we're partnering with Children's Futures to establish and run a staffed family child care network, with planning guided by the vision of FCC educators in the community.

Overall, we are proud to have reached approximately **12,000 educators** and **90,000 children** by partnering with organizations nationwide. We trained or coached over 200 individuals across 100 organizations, **an increase of 120%**, and piloted our first Train-the-Trainer course entirely in Spanish as part of our commitment to language justice and access.

EXCITING NEWS! Child Trends Study

Child Trends, a nonprofit research organization focused on improving the lives of children and youth, completed an evaluation of the impact of our TA work on communities, organizations, and educators. The results were striking:

- Ninety-three percent of participants in All Our Kin's Network Development trainings reported increased confidence to launch and sustain a family child care network. And all participants continued to make progress in building out their networks six months and 12 months post-engagement.
- TA training not only increased educators' knowledge but also **significantly lowered their reported high levels of stress from 40% to 28%**, leaving them better equipped to own, manage, and operate an FCC business.
- A statistically significant sample size of educators who received training from TA partners showed the same increases in knowledge and skills as those we trained directly, demonstrating the effectiveness of the All Our Kin model.

[Scan to read the report.](#)



The Burke Foundation Interview with CEO Jessica Sager

In this interview with the Burke Foundation, our Co-Founder and CEO, Jessica Sager, discusses the value of supporting family child care and creating a community of quality, affordable providers across the country.

[Scan to read the article.](#)

Policy & Systems-Level Change

We're not just in the business of supporting family child care educators. We recognize their leadership in the field and work with them to advocate for equitable conditions that allow home-based educators to thrive.

In 2024, alongside family child care educators, we made significant progress toward influencing systems-level change for family child care in New York, Connecticut, and nationally.

For example, we collaborated with the Within Reach Coalition to support a **\$725 million increase** in federal funding for the Child Care & Development Block Grant.

In New York, Bronx-based educators spoke directly with elected officials about the need for equitable funding across the sector when they joined All Our Kin for the 2024 New York State Child Care Advocacy Day in Albany.

And to demonstrate just what additional funding means for family child care educators, All Our Kin joined Home Grown's Thriving Providers Project in New York City, in partnership with Coleman Family Ventures.



The Project provides 50 Bronx-based family child care educators with unrestricted cash payments of \$1000 for 18 months, allowing increased financial freedom to provide high-quality care in nurturing environments.

[Scan to read the press release.](#)

In Connecticut, we worked alongside educators and coalition partners during the state legislative session, to help secure an additional **\$27 million for early childhood development programs** in the state fiscal year 2025 budget.

We also supported the passage of three early childhood bills, with the latter two reflecting the Connecticut Governor's 2023 Blue Ribbon Panel on Child Care's focus on expanding child care access, including for family child care.

These bills included further establishing the state's Early Childhood Care and Education Fund, streamlining the state-funded child care system, and expanding access to the Care 4 Kids subsidy.



Morning Without Child Care

All Our Kin joined early childhood educators from Child Care for Connecticut's Future for the third annual Morning Without Child Care, advocating for increased investment in child care to improve educator pay and affordability for families. We were proud to partner with All Our Kin-affiliated educators who showed up and spoke out at rallies across the state.



25TH ANNIVERSARY

ALL OUR KIN

Celebrating 25 Years of Supporting Family Child Care Educators

We've come a long way from our humble beginnings as a lab school in New Haven, CT. As we commemorate our 25th anniversary at All Our Kin, here are a few important milestones from throughout the year!



All Our Kin Co-Founders Receive Heinz Award in the Economy

Established to honor the memory of U.S. Senator John Heinz and to celebrate the vision and the spirit that produce achievements of lasting good, the Heinz Awards recognize individuals making contributions to the Arts, the Economy, and the Environment.

Co-founders Jessica Sager and Janna Wagner were honored with the prestigious Heinz Award in the Economy in 2024. Not only is this award an honor in its own right, but it is particularly impactful in its recognition of family child care as an economic issue.

25th Anniversary Gala

In September, staff members and educators came together with partners and donors at our first-ever gala at the historic Edison Ballroom in Times Square.

ABC News Correspondent Alexis Christoforou emceed and moderated the event, which featured a keynote speech from Robin Hood CEO Richard Buery, Jr., and several educators who shared their thoughts, experiences, and expertise during the program.



2024 Educator Conference

Our Educator Conference in the Bronx, NY in November saw over 230 educators come together to connect and learn through almost 30 workshops and breakout sessions—including 7 workshops led by family child care educators for their peers—and celebrated NAFCC and CDA-accredited educators.



Scan to learn more in this video from BronxNet.

Financial Report



Contributions	\$10,252,588	85.4%
Government Revenue	\$1,177,900	9.8%
Other Revenue	\$574,879	4.8%

Total Revenue: \$12,005,367



Contributions	\$7,963,816	80.3%
Government Revenue	\$1,220,204	13.6%
Other Revenue	\$585,282	6.1%

Total Revenue: \$9,769,302**

**Note: FY2024 actuals are unaudited estimates.*

***All Our Kin received an anticipated large operating capital gift in 2023 that was applied to FY2024 expenses, resulting in an overall cash-on-hand surplus at the end of FY2024.*



Payroll & Related Benefits	\$9,264,811	75.9%
Professional Fees	\$1,817,301	14.9%
Program Expenses	\$184,629	1.5%
Occupancy & Office Supplies	\$396,010	3.2%
Travel Expenses	\$68,129	0.6%
Conferences, Conventions & Meetings	\$140,228	1.1%
Software Expenses	\$119,152	1.0%
Telecommunications & Equipment	\$115,087	0.9%
Other Non-Personnel Expenses	\$106,990	0.9%

Total Expenses: \$12,212,337



Payroll & Related Benefits	\$10,000,173	76.0%
Professional Fees	\$1,945,309	14.8%
Program Expenses	\$203,336	1.5%
Occupancy & Office Supplies	\$478,084	3.6%
Travel Expenses	\$86,420	0.7%
Conferences, Conventions & Meetings	\$153,281	1.2%
Software Expenses	\$67,474	0.5%
Telecommunications & Equipment	\$111,582	0.8%
Other Non-Personnel Expenses	\$113,047	0.9%

Total Expenses: \$13,158,706

**Note: FY2024 actuals are unaudited estimates.*

Our Supporters

We would like to thank each of our supporters for helping All Our Kin serve educators and, in turn, making a measurable difference for thousands of children and families.

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Interested in Making a Difference for Educators, Children, and Families?

In a milestone year for All Our Kin, we are proud that we increased our reach without sacrificing the quality of work for which we are known.

Gifts of all sizes truly make a difference. For example, \$50 provides educators with books and supplies for children in their care, \$250 provides educators with two in-depth education coaching sessions, \$1,000 supports an educator completing the 10-week business skill-building series, and \$3,500 supports an educator with the full suite of All Our Kin services for an entire year.

[Scan to learn more about getting involved.](#)





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