

25 Years of Supporting Family Child Care



2024 Impact Report


All Our Kin™



In This Report

A Letter From Our Leadership	02
About All Our Kin and Family Child Care	03
Direct Service	04
Training & Technical Assistance	06
Policy & Systems-Level Change	08
Twenty-Fifth Anniversary Events	11
Financials	12
Our Supporters	14



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.



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.

A.L. Mailman Family Foundation
Alexion Pharmaceuticals
Altman Foundation
Anonymous Donors
Arbor Rising
Arrow Impact
Mark Abraham
Suzanne and Jason Alderman
Nancy Alexander and Bruce Bernstein
Dana Allswede
Maria Amado-Lastra
Karen Anahory
Bethany and Nick Appleby
Diane Ariker
Andrea Asnes
Judith and Stephen August
Adeline Azrack-Muthee
Marlene and Jeffrey Babbins
Cathleen A. Bacich
Anna Bartow
Zobeida Batista
Donna-Lee and Anthony G. Bella III
Susan E. Bender
Jake Bergmann
Berkowitz and Hanna, LLC
Carly Berwick
Antonia Better-Wirz
Danielle Bieling
Eileen Blanchard
Helen and Martin Blank
Maggie Bogardus
Sarah and Andrew Boone

Lara Bovilsky
John S. Brancato
Eric Braverman
Brenner, Saltzman & Wallman LLP
Grace G. Bright
Shaquana Broadhead
Glenna and Chester Brodnicki
Martha Brogan
Evelyn Brooks
Julie Brown
The Burke Foundation
Linda Burt
Peter J. Butler
Beth Bye
Hon. Guido and Anne Calabresi
Elizabeth Calora
Stephanie Campolo
Sharon Cappetta
Dr. Hugh Carey
Susan Carney and Lincoln Caplan
Diane and James Charney
Chestnut Fine Foods & Confections
City of Norwalk
City of Norwalk - Norwalk School Readiness Council
City of Stamford
COCC, Inc.
Jessica Cole
Coleman Family Ventures
Liza Comita
The Community Foundation for Greater New Haven

The Community Fund of Darien
Connecticut Health and Educational Facilities Authority
Connecticut Office of Early Childhood
Connecticut Project Inc.
Gladys Contreras
Deena Costa
Claire A. Criscuolo
CT Grown for CT Kids
Terry Dagradi
Jean and Hugh Davis
Vinice Davis
Mira Debs
Jane and Bill Dennett
Gladys Deutsch
Sandra and James Dill
Dimeo Construction Company
Audrey and Dano DiSpigna
Jana Douglass
Jennifer Drake
Suzanne and Michael Dunn
Karen Emmerich
Amy and Steve Eppler-Epstein
ERJ Fund
Carlah Esdaile-Bragg
Ewenstein & Roth LLP
The Family Conservancy
Fairfield County's Community Foundation
Stephanie Farber, Ph.D.
Mary Farrell
Robert Farrell
Sally Fazzone

Shelli Feder
 Douglas M. Fenton
 Andrew Fiddler
 Emily Finn
 The Betty and Davis Fitzgerald Foundation
 Stephanie FitzGerald and Frank Cochran
 Israel Flores
 Nicole Fluhr
 Maureen Fontaine
 Ann Marie Foss
 Robert L. Friedman
 Paul Gagne
 Cassandra and Matthew Garrett
 Howard Gilman Foundation
 Joyce & Irving Goldman Family Foundation
 Shelley and Gordon Geballe
 Barbara and Stephen Gillers
 John D. Gordon, CPA
 Karina Granda
 Laquisha Grant
 Margaret Graustein
 GreenLight Fund
 Mildred Grenough
 Cary Gross
 The Grossman Family Foundation
 Victoria Grubaugh
 Estee Gubbay
 Lynn Gurnham
 Jon Hammer
 Jill Harrison
 Douglas Hausladen
 Katherine Hay
 The Health Federation of Philadelphia
 Sara Louise Hessler
 Harald Hille
 Heather Hinckley
 Jane Holahan
 Robert Hoo
 Drs. Carla and Robert A. Horwitz
 Andrea Hsu and Leo Clark
 Courtney Hyland Hamilton
 Louisa Iacurci
 ICF Consulting

Yazmin Iglesias
 Alison and Christopher Illick
 Imaginable Futures
 Impact Fairfield County
 Inherent Foundation
 Miranda Ip
 Helene D. Jaffe
 Sarah Jankowski
 Myra Jones-Taylor and Matthew Taylor
 George Kanapicki
 Amy Kapczynski and Alice Miller
 Susan L. and Jonathan Katz
 Helen Kauder and Barry Nalebuff
 Kristen Kaufmann
 Jasvinder Kaur
 Anne Kavanagh Berliner
 Richard Kayne
 Loretta Kazakaitis
 Amber Kelly
 William Kelly
 Don Kendall
 Eleanor Kenyon
 Christine Kim and Doug Kysar
 Penelope and Robert Klatell
 Esther A. & Joseph Klingenstein Fund
 Julie and Andrew Klingenstein
 Jean M. Knox
 Anita Krishnakumar and Ron Tucker
 Laticrete International, Inc.
 Jacob Leibenluft
 Barbara M. Lewis
 Junlei Li
 Molly Lindsay
 Local Initiatives Support Corporation
 Lone Pine Foundation, Inc.
 Christine Long
 Low Income Investment Fund
 Jennifer Lytton
 Anne MacClintock and Jerry Mashaw
 Meichelle MacGregor
 Paige MacLean
 MacMillan Family Foundation, Inc.
 Andrea Maldonado

George K. Martin
 Jimena Martinez and Michale Hirschhorn
 Suzanne Martinez Carter
 Robin Masheb
 Nicole Mason
 Kathleen Massey
 Frederick Mayer
 MB Artists Inc.
 Brian McCabe
 Bailey McCallum
 Patrice McGrath
 Sara McGrimley
 Elizabeth and Shaun McHugh
 McNulty Foundation
 Jennifer A. McTiernan and Thor Mattiasson
 Nahida and Dinyar Mehta
 Nazneen Mehta
 Merck Foundation
 Joanna and Spencer Meyer
 Marisa Mickel and John Crouch
 Garrett Moran
 Zaneta Moravec
 Gregory Morrin
 Allen Murabayashi
 Marta and Gwaki Mwambulukutu
 Siddhartha Nadella
 Naida S. Wharton Foundation
 Joan and David Nee
 Susan and Malcolm Netburn
 Rachael Nevins and Brian Dupont
 New America Foundation
 New Canaan Community Foundation
 The New School
 NewAlliance Foundation
 Lissarette Nisnevich
 Daniel Nissenbaum
 Teresa Norton-Fisher
 Kristin Nowak
 Carolyn O'Brien
 Jeanne O'Brien-Ebiri and Bilge Ebiri
 Oechsle Family Foundation
 Office of Head Start / United Way of Greater
 New Haven

Anne Olcott
 Cristina Pabon Silva
 Carmel Paleski Urbaez
 Sharadkumar J. Pandya
 Krista Parris
 Laura Patterson
 Betsy Peterson
 Pincus Family Fund
 Trude and Michael Piscitelli
 Bill Pitre
 Elizabeth and Paul Planet
 Samuel Politziner
 Shannon Polly and Garry Reeder
 Sasha Prado
 Pritchard Foundation
 Paul Proulx
 Meeghan Prunty
 Amy Punchak
 Matthew Purdy and Dale Russakoff
 Jaya and Luis Ramji-Nogales
 Dora Ramos
 Renuka and Asha Rangappa
 Asghar and Faye Rastegar
 Lawrence Re
 Anna B. Reisman
 Kathryn Rende
 Judith Resnik and Dennis Curtis
 Danny Reyes
 Lily Rhodeen
 Raymond Ring
 Rise 8 Foundation
 Celeste L. Rivera
 Thomas J. Roberts
 Robin Hood
 Lupi and John Robinson
 Marina Rodriguez
 Kathryn Rose-Noonan and John Noonan
 Julia Rosenberg
 David Roth
 Deborah Russell
 Lutonya Russell-Humes
 Sandra Rutova
 Phoebe Ryder and Amos Friedland

Jessica Sack
 Joshua Safran
 Jessica Sager
 Laura Sager
 Jane and Lawrence Sager
 Genie Sakaguchi
 Cheryl and Louis Saloom
 Marian Sandmaier and Daniel Sipe
 Adrienne Santiago
 Sarah Peter Financial Office
 Ellen Sarkisian
 Laura Saverin
 Aileen Schruth
 The Scripps Family Fund for Education and the Arts
 Barbara and James Segaloff
 Nikhil Sharma
 Claire Shubik Richards and Seth Richards
 Silverleaf Foundation
 Dr. Wendy Simmons
 Marjorie Sims
 The Skye Foundation, Inc.
 Dr. Arietta Slade
 Elizabeth and Charles Slaughter
 Elizabeth Sledge
 David Smith
 Kaitlin and William Smith
 Katie Sobocinski and Lee Oxman
 Social Impact Partners
 Emma Sokoloff-Rubin and Samuel Purdy
 Suzanne Sousa
 Megan Spelman
 Lisa Spetrini
 Libby and Donald Steckler
 Eleanor and Phil Stewart
 Susan and Louis Stone
 Jackie and Lin Stradley
 Lindsay Stradley
 Stranahan Foundation
 Simon Stumpf
 Laura Sundstrom and Joshua Sloat
 Dr. Richard Sussman and Nina Horowitz
 David Sweet

Tauck Family Foundation
 George Taylor
 Mark Templeton
 Tamara Troadec
 Tori Truscheit
 UnitedHealth Group Inc.
 United Way of Western Connecticut - ALICE
 University of Connecticut
 Sahar Usmani-Brown and Josiah Brown
 Marcia and Dave Valente
 Josefina Vazquez
 Omayra Vega
 Arjun Venkatesh
 Martha Venter
 Alissa and Wade Verhaaren
 Lindsey Vigoda
 Viking Global Foundation
 William P. Villano
 Erica Wagner
 Janna M. Wagner
 Maureen Wagner and Eugene Felder
 Dinny and Charles Wakerley
 Rachael Wardin
 Valora Washington
 Angela and Law Watford
 Jonathan Weinberg and Nick Boshnack
 David Weinreb
 Jacqueline Weiss and Gregory Raskin
 Westchester Community Fund
 Tyler Whitmer
 Wiggle Room
 Kathleen Wildman
 William Caspar Graustein Memorial Fund
 Jean and Richard Witmer, Jr.
 John Witt
 Rachel and Stephen Wizner
 Justin Wohler
 Maureen and JW Wright
 Y.H. Mirzoeff & Sons Foundation Inc.
 Yale University Dramatic Association
 Yale University Sigma Nu Fraternity
 Glenn Young
 George Zdru



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.





All Our Kin™

www.allourkin.org

PO Box 8477
New Haven, CT 06530

(203) 772-2294
info@allourkin.org

Follow us on LinkedIn:

