

Northshire Day School

# Growth Report

2020-2021 Annual Report



NDS  
STRONG

Together,  
we help  
children grow!

# Letter From The Board of Trustees President



Oh my. What a year it has been. When I wrote last year's letter, I never considered that 12 months later, we would still be taking Covid precautions in classrooms or talking about it as a current event rather than an historical footnote. Yet even with Covid still shaping our days, it has been another amazing year for NDS, while our fantastic staff has continued to navigate the complications of our current world and work. I remain proud and stand in awe and celebration at all we have accomplished together this year.

We know that the first five years are the most critical time in human development as nearly one million brain connections are formed every second and that children who have access to high quality early learning experiences experience greater success in school, relationships and life. And yet, in Vermont, we face a problem of access as nearly three out of five children do not have access to the early childcare programs they need ([www.letsgrowkids.org](http://www.letsgrowkids.org)). This year, NDS began to tackle this challenge in our own community as we added a new pre-k classroom serving 16 new children in our Center.

Additionally, we worked to strengthen existing community partnerships and build new ones through the Vermont Country Store, Northshire Bookstore, Farm Partners, and the Vermont Summer Festival, among others. These partnerships enhance what we provide internally and expand the opportunities for growth and exploration for our children.

Those partnerships will grow through the work of our newest staff position, a director of development, now held by Jen Luty P'22 '24. NDS recognizes that costs for families are high while pay for teachers is low. With Jen in her new position, we can more readily build on successes, forge new relationships, strengthen existing relationships, and more easily achieve our goals to improve both of those truths. Jen is working to build atop the foundation of our Family Committee, strengthening our internal community, while engaging friends of NDS so they can understand in their bones the profound impact philanthropy has on our ability to help children and families thrive, for their own benefit and that of our entire community.

To that end, and most important for me personally, we built on a commitment I wrote about in my 2019 letter when I shared, “we were able to begin to adopt a pay scale for our educators that is simultaneously more equitable and closer to a livable wage. We have only begun this important work. We are so proud of our teachers and we know their dedication is a critical part of what sets NDS apart and we will continue to strive towards building a compensation structure that more accurately reflects our appreciation for the work that they do.” I would add now that it is not just about our appreciation for their work, but our respect for the importance of their work.

With that in mind, and while navigating the financial impacts of Covid on NDS, we were able to increase pay 10% for all staff. Additionally, considering both the human and structural costs of burn-out, we added two new vacation weeks that we hoped would have minimum impact on families and maximum impact on educators. As I did in 2019, I note that this work has still only just begun and the Board remains committed to focusing on our educators and finding ways to more appropriately honor their value to NDS and to all of our children.

In this, my last year on the Board for NDS, I look back at six years of volunteer work and eight years as an NDS parent with a mix of emotions. I feel a jumble of gratitude, warmth, sadness and loss. I will miss the work I do with the friends I’ve made here and the feeling that I can have a direct impact on making a wonderful school even better, while knowing that I will step down and leave NDS in great hands with a strong teaching staff and amazingly dedicated leadership on both the Board and administrative staff. We are lucky in that way and together, we - community partners, teachers, administrators, and donors - will continue to have a profoundly positive impact on the lives of children. That is what we’re here for and that should make all of you very proud. From the bottom of my heart, thank you.

With gratitude,

A handwritten signature in cursive script, reading "Lauren Magrath". The ink is dark and the signature is fluid, with a large initial 'L' and 'M'.

Lauren Magrath  
President, Board of Trustees

## From the desk of the **Executive Director**



Welcome to our Northshire Day School Growth Report! I am pleased to share all we've accomplished this past year.

One of the most meaningful experiences children can have is a connection with a community that rises together. Your commitment and generosity to families and children allowed us to provide early childhood education without pause throughout the challenges of a global pandemic. This year we didn't just survive – we thrived!

We've served over 80 families, raised \$65,000 for our annual fund, secured \$140,000 in grant funding, expanded our preschool program, supported our educators in increasing their credentials and expanding leadership roles, welcomed a new Administrative Director, took additional steps to achieve a 5 Star status, established new staff committees, held safe and fun family events, continued our partnership with Head Start, supported our Northshire community, guided colleagues throughout the state and delivered early care and learning seamlessly undeterred by complex circumstances.

Our dedication to growing happy, healthy children is at the core of who we are. This year's report highlights not only the quality Northshire Day School is known for, but also the passionate dedicated people who live and breathe our mission every day and the supporters who make this work possible.

There is no greater return on an investment than one made on young children. I hope you feel proud of what your investment has made possible.

With Immense Gratitude,

A handwritten signature in black ink that reads "Laurie Metcalfe". The signature is fluid and cursive, with a long, sweeping tail on the letter "f".

Laurie Metcalfe  
NDS Executive Director

# During Covid-19, We've Raised the Bar



Released New Logo  
and Classroom  
Names Inspired by  
the Trees in the  
Heart of the Taconic  
& Green Mountains

Our Highly Qualified  
Teachers Completed Over  
1,000 Hours of  
Professional Development,  
Completed Degrees &  
Achieved Additional  
Credential Levels.



Over  
**\$65,000**  
committed to  
the  
**GROWTH  
FUND**

Provided  
**EARLY  
LEARNING**  
for  
**94**  
children

Expanded  
our  
**PRESCHOOL**  
program to serve  
an additional  
**15**  
families

Collected for the  
Community Food  
Cupboard & Became an  
Everyone Eats Voucher  
Distribution Site



Established a Diversity &  
Inclusion Committee to Lead  
Important Conversations &  
Expand Classroom Resources to  
Promote Equity & Justice





# From our NDS Family Gratitude Wall

**We appreciate all of you!**

As a single mom of these two preschoolers, I can't tell you how much it means to have such a safe and awesome and fun place for my children to attend. I so appreciate your care and support and being "the village" we need in our lives.

With much love and thanks,  
Donna, Kieran and Lilyana



**Thank you!**

Thank you all for everything you do! Will and Charlie get so excited to go to school everyday. You do such a wonderful job making learning fun and providing a safe environment during these challenging times. We could not ask for a more fun and happy environment to send the boys. Thank you again!

The Mullers

**Much appreciation!!!**

Thank you for all that you do and who you are. I know I wanted Arthur to attend NDS as soon as I walked into it. The care, heart and dedication are just the best here and we are forever grateful!

Katharine and Nick



## From our new Development Director



Hello friends of Northshire Day School,

The pandemic has demonstrated that child care is truly essential. We all see that quality child care is the cornerstone of a thriving community. Foundations across the country are renewing their investment in young families by supporting child care while policymakers are advancing legislation on the national and state level.

While child care remains expensive and inaccessible to millions of families nationwide, many child care workers face insufficient wages and benefits.

But there is hope. As you turn the pages of this report, you will see how much we have to celebrate and how NDS has risen to the occasion.

Locally, we have community partners and individuals who support our mission every day. 100% of our educators, staff, and board of trustees made a gift to the Growth Fund this year. I am honored to join this committed team that is highly invested in helping children grow.

We extend our gratitude to all who gave to Northshire Day School this year. Every gift to the Growth Fund supports our children, families, businesses, and educators. It truly takes a village to raise happy and healthy children. Without your philanthropic support, this simply wouldn't be possible—thank you!

Thank you for giving back during challenging times, truly demonstrating the strength and dedication of our community.

Thank you for everything you've made possible. Together, we help children grow!

With deep appreciation,

A handwritten signature in cursive script that reads "Jen Luty".

Jennifer Luty, P'22 '24  
Development Director

# Our Mission & Values



## Our Mission

Northshire Day School is a quality, licensed non-profit childcare and early education center, which serves area families by providing a safe and loving environment for their children.

The school's professionally trained caregivers create a stimulating and nurturing atmosphere through developmentally appropriate programs and activities.

Northshire Day School helps to grow a strong community by partnering with families to raise happy and healthy children.

## Our Values

Development of the Whole Child

Health & Safety

Loving Environment

Community

Family Partnerships





# Growing a Strong Community of Happy & Healthy Children

## BOARD MEMBERS

**Lauren Magrath**, President  
**Julie Mackey**, Vice President  
 Development Committee Chair  
**Nick Gault**, Secretary  
 Salary & Benefits Chair  
**Robyn V. Harrington**, Treasurer,  
 Finance Committee Chair  
**Jon Comeau**, Member  
 Buildings & Grounds  
 Committee Chair  
**Molly Hemkens**, Member  
 Family Committee Chair  
 Marketing Committee Chair  
**Lindsay Melzig**, Member  
**Danny Sawtelle**, Member  
**Jacquelyne Wilson**, Member



## STAFF

**Laurie Metcalfe**, Executive Director  
**Jen Luty**, Development Director  
**Jane Gras**, Curriculum Director  
**Kelly Roemmelt**, Administrative Director  
**Tammy Coulter**, Food Service Director  
**Billie Jean Ackert**, Saplings  
**Katy Addona**, Substitute  
**Andrew Coulter**, Kitchen Assistant  
**Valerie Coulter**, Kitchen Assistant  
**Maria Cummins**, Evergreen & Hickory  
**Lucie Daley**, Evergreen  
**Ashley Eaton**, Willow  
**Emma Gras**, Substitute  
**Karen Harrington**, Evergreen  
**Julee Jones**, Maple  
**Hollie Labas**, Maple  
**Courtney Lynch**, Willow  
**Stephanie Muñoz Wells**, Birch  
**Nicole Nichols**, Saplings  
**Hannah Nichols**, Saplings & Birch  
**Lisa Pergament**, Evergreen  
**Annie Peters**, Birch  
**Maggie Rubick**, Aspen  
**Kendra Slade**, Hickory  
**April Strock**, Aspen  
**Molly Watson**, Sycamore  
**Sarah Whiteside**, Sycamore  
**Becky Wilder**, Hickory  
**Iris Worland**, Maple & Aspen

# You Make a Difference Award **Nicole Nichols**

A Vermonter who has been with Northshire Day School for over 20 years, Nicole is known for being a bubbly, knowledgeable, engaging, and interactive Early Childhood Educator.

Nicole has her CDA and Level III Teacher Associate Certificate. She brings music delightfully into her classroom and can often be found sitting on the floor, being silly and singing or reading stories with her little ones. She provides the structure for children to flourish and is a core member of our team.

Her infectious personality and her abundance of knowledge about childcare development make her a wonderful asset to both Northshire Day School and the families who form longlasting connections with their beloved “Cole”. Congratulations!



# Community Partner Service Award **Vermont Country Store**



This spring, the Vermont Country Store purchased and installed nearly \$16,000 worth of technology, including an iPad, Chromebook and Echo Dot for each of the school's eight classrooms and five

laptops for the administrative team. This puts our staff on one cohesive and professional network, giving us more time to do what we love and spend less time fussing with outdated technology. And now, NDS children are enjoying the music and movement this technology brings to the classroom.

We have an immense appreciation for the Vermont Country Store as a long time and valuable partner of NDS. Their recent investment in our work gives us the tools necessary to perform optimally and continue the important work of growing happy, healthy children.

One of the top public needs identified during the pandemic was reliable technology. When helping to arrange this gift, Ann Warrell, Community Relations & Communications Manager at the Vermont Country Store, said that they like to support early childhood where and when they can, in ways that are meaningful and helpful. Thank you to the Vermont Country store for giving to crucial areas of the community. Congratulations!

**Thank You Community Partners!**



**NDS** Northshire  
Day School



**The Vermont Country Store®**

# Northshire Day School

## Staff Recognition

### Julee Jones - 20 Years

The kids lovingly call her by her full name, “Julee Jones.” Julee has done it all at Northshire Day School, spending time with every age level over the years after moving to the area from Maine. She is always willing to lend a hand and provides nurturing care wherever she is needed, forming lasting bonds with every child lucky enough to spend time with her. The feeling is mutual: working with children brings Julee great joy. As former students grow into college students, Julee continues to serve as a confident and maternal caregiver.



### Annie Peters - 20 Years

Annie is “all-in” when it comes to kids. Over the years, Annie has grown into a confident teacher, earning her CDA and working with school-aged children, the preschool class, and infants. She has a Level III Teacher Associate Certificate. This year, Annie completed her prior learning assessment portfolio, earning 15 college credits. She forms partnerships with families that feel like “magic” and truly loves being part of a child’s early milestones, especially when they learn to call her “Annie” with their little voices. At the Wellness Fair, she can always be found surrounded by children as she paints their faces. Annie likes to use sensory play to enhance classroom experiences. Annie deeply cares for people and gives 110% every day.





## Lucie Daley - 15 Years

Lucie came to Northshire Day School just after construction on the current campus was completed, looking to work in early childhood, but not knowing where it would take her. Today, she builds on children's interests to extend their learning in outdoor spaces. Lucie is dedicated to early childhood education and excels in classroom management and outdoor curriculum. She earned two degrees (an AA and BS in Early Childhood Education) while working at Northshire Day School, wearing the hats of parent, teacher, and student for many years. Lucie is a licensed teacher and is always excited by professional development offerings. She most enjoys instilling a love of learning in children by building upon their interests and letting a project evolve into a learning opportunity.



## *Bennington Banner* Unsung Heroes of the Pandemic

**Saturday, June 12, 2021**

Northshire Day School Staff were featured in the *Bennington Banner's* special publication "Unsung Heroes of the Pandemic". Staff were recognized for their commitment to child care during the early days of the pandemic. Executive Director Laurie Metcalfe remarked "they really stepped up and really just – shined, to be honest."

She added, "I can't say enough about the importance of early childhood educators and the importance they've had in these children's lives. Always, but particularly during this time period."

Our staff make our child care center the highest quality center in town. Thank you for your dedication to southern Vermont's children and families.

"We're here for the kids.  
Somebody needs to be  
here for the kids."



# Welcome Back, Families!

On June 21, 2021, NDS staff were thrilled to welcome families back into our building.

Families can once again drop off and pick up their children directly in our classrooms.



## Art from the Schools

Art from the Schools is the Southern Vermont Arts Center's annual celebration of student art from Southern Vermont.

In March and April, NDS student artwork was showcased in the Wilson Museum.





## Halloween Trunk or Treat

Northshire Day School designed a Halloween celebration with health and safety in mind.

On Halloween, staff competed to design the best trunk for our Trunk or Treat. Families donned their Halloween costumes and paraded through our circle.

## Thank You Farm Partners



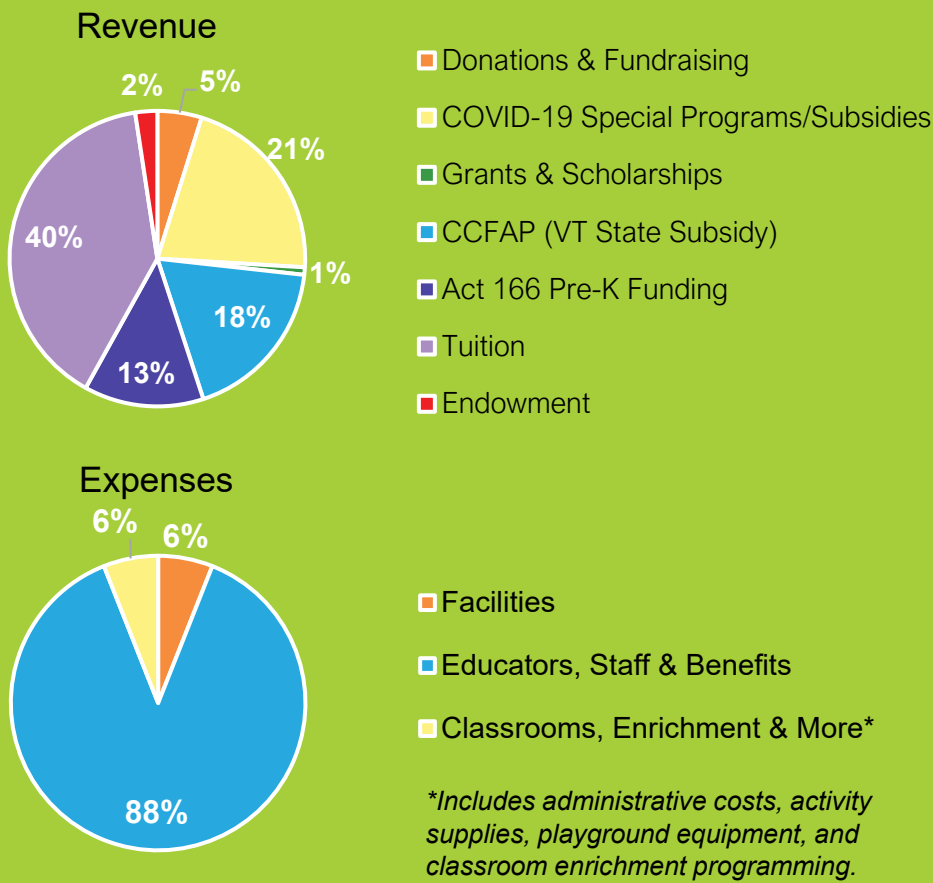
Our kitchen uses as many local products as possible.

### Partners include:

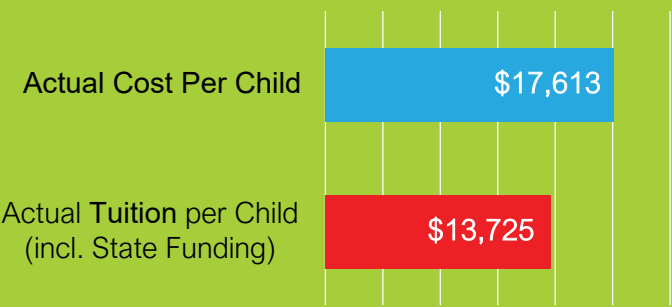
Yoder Farm  
Someday Farm  
Laughing Child Farm  
Mountbrook Farm  
Mance Family Tree Farm  
VT Spätzle Company  
Stewart's Shops  
Dina's Bakery

Our Farm to School Program aspires to create a connected community where children, families, educators, and community members all have access to a nutritious, locally sourced food, and meaningful lifelong learning experiences.

# 2020-2021 Financial Review



## Annual Cost per Child vs. Annual Actual Tuition Paid





## Childcare is Essential

**25%**

of Bennington County's high-quality childcare slots for toddlers are at NDS.



**We ensure**

that children get the **best possible start** in their first five years by employing **highly qualified educators** who hold expertise in early education and brain development.

Our Early Childhood Educators create quality learning opportunities for young children.

# The Northshire Day School

## Growth Fund

The Growth Fund is our annual fund. It helps to close the gap between tuition and the full cost of early education at Northshire Day School. The Growth Fund ensures we can subsidize tuition for all Northshire Day School families, and help every child every day.

The Growth Fund Supports enrichment, educator development, financial aid, and highest priorities – allowing NDS to respond to urgent needs as they arise.

### Ways to Give

#### Credit Card, PayPal, Venmo, Bank Transfer

To make a safe and secure online gift, visit our online giving page. Your gift starts working for Northshire Day School right away! Give online at:

[www.northshiredayschool.org/support-nds/givenow](http://www.northshiredayschool.org/support-nds/givenow).

#### By mail

To donate by mail, please make your check payable to Northshire Day School, and designate your gift in the memo section. Send to:

Northshire Day School  
attn: Jen Luty  
5484 Main Street  
Manchester Center, VT 05255

#### Give Securities

Making a gift of stock is great way to invest in NDS. For stock gift transfer instructions, please contact Jen at 802-362-1395 or email

[jluty@northshiredayschool.org](mailto:jluty@northshiredayschool.org).

#### Matching Gifts

Many employers offer matching gifts to qualifying non-profits, like Northshire Day School. Inquire with your company to see if your tax-deductible gift to Northshire Day School qualifies.

#### Legacy Gifts

Include a gift to Northshire Day School in your will or living trust.



# Introducing the NDS Leadership Giving Club

Annual leadership gifts help fulfill some of the most immediate needs of our children and serve as a catalyst for future growth. Support at this level demonstrates your belief in Northshire Day School's ability to help children grow. Members are invited to special events and have special recognition in our annual report.

## Seeds of NDS

\$250-\$499

## Flourishing Buds

\$500-\$999

## Leadership Branch

\$1,000-\$9,999

## Growth Society

\$10,000 and beyond

## Monthly Giving Club NDS Champions

NDS Champions is a monthly giving club that supports our mission through recurring donations to provide our school with steady, reliable funding for early childhood education. They are a special group of people reaching out each month to provide affordable and quality childcare for southern Vermont families.

To set up a recurring gift, fill out our secure online donation form, and change the frequency of your gift to monthly.

# July 2020 - June 2021

## Leadership Giving

Every gift to the Growth Fund supports our children, families, and educators. Thank you for investing in our community and inspiring us to continue our mission.

### Growth Society

Doug Watson and Susan Hunter

### Leadership Branch

Judy Buechner

William and Linda Drunsic

Roby Harrington, III *in honor of Julie Mackey*

Molly and Steven Hemkens *in honor of the dedicated NDS teachers*

Kathryn Kirwan and Trevor Neal

Jennifer and Seth Luty

Lauren and Scott Magrath

Gordon and Ruth Metcalfe

Laurie Metcalfe

Greg and Linda Millert *in honor of Lindsay Melzig*

The Perkins Charitable Foundation

Simon Perkins and Elisabeth Van Woert

Jeff and Jackie Wilson

Danny and Meghan Sawtelle

### Flourishing Buds

Tom and Debbie Mackey

Doug and Lindsay Melzig

### Seeds of NDS

April and Geoffrey Burghardt

Emily and David Bush

Charles and Kathryn Chamberlain

Matthew Christ and Lindsey Whitton

Leonard and BJ Diamond *in memory of Joseph Diamond*

Avery and Allison Ellsworth

Sharon Frank

Robyn V. Harrington

Stephen and Ginny Houseman

Jeremiah Kilburn and Kelly Roemmelt

Samuel and Gail Lindenberg

Julie and Tom Mackey

# Thank You, Businesses & Organizations

Thank you to all who invest in our community by supporting Northshire Day School. Thank you for supporting the workforce behind the workforce!

## Community Partners

Dorr Oil  
GSK Climate Control  
The Green Mountain Boys  
The Vermont Country Store

## Friends of NDS

AmazonSmile Foundation  
American Express  
King Arthur Baking Company  
Masks4Missions  
Manchester Carpet Care  
The Pharmacy Northshire

## Northshire Day School Staff & Board Give 100%

In the 2020-2021 school year, 100% of Northshire Day School Staff and Board Members invested in early childhood by making a gift to the Growth Fund.

Our Early Childhood Educators form the heart of our program. By giving to the Growth Fund, NDS Staff demonstrate their investment in their work and in the work of their colleagues. They show their commitment to working with young children and to providing high quality child care resources in our community.

# Farm to School Garden Work Day



On Garden Work Day, 13 NDS families completed light gardening projects using supplies from Community Partners. Thank you Gardener's Supply Company, Mark MILES, and H.N. Williams.

# Farm to School Book Drive

Thank You Community Partners!



Our spring 2021 Farm to School Book Drive raised over \$1,200 to purchase books linking the locally sourced foods in our weekly menus with classroom learning.



**NORTHSHIRE BOOKSTORE**

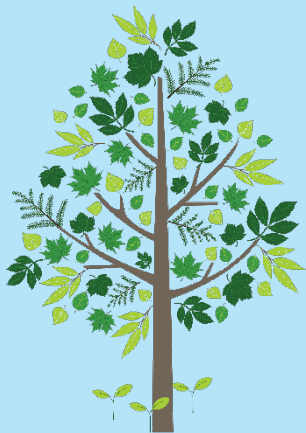
# Thank You, Supporters

We extend our gratitude to all who give their time, talent, and treasure to make affordable quality early childhood education possible.

Billie Jean Ackert  
Keith and Katy Addona  
Ellen Agress  
Kathleen Avery  
Mary Barnes  
Aubrey and Adam Beals  
Vanessa Beattie  
Felicia Blanchard  
Seth and Christine Bongartz  
Scott and Heidi Bourhill  
Talia Bronson  
Jenna Caler  
Lisa Caler  
Dina Campbell  
John and Deborah Cave  
Heidi and Geoff Chamberlain  
Kelly Chhun  
Greg and Caitlin Clark  
Stacey and Ben Colegrove  
Jon and Kristen Comeau  
Ian Cook  
Tammy Coulter  
Valerie Coulter  
Lucie Daley  
Jean Davison Scholl  
Ashley Eaton  
Dayna Erwin  
Patricia and James Foley  
Jeremy and Amy Frank  
Kristen Frank-Dixon and Brian Dixon  
Annie Fujii  
Judy and Nick Gault  
Megan and Nick Gault  
Jane Gras  
Dale Guldbrandsen  
Jessica and Brian Handler  
Karen Harrington  
Kelly and Frances Hinder  
Daniel and Lindsay Isaac  
Ali and Kyle Josselyn  
Bruce and Carol Kern  
Rhonda Kilburn  
Mr. and Mrs. Walker S. Kimball Jr.  
Robert M King  
Kathy Kyne  
Josh and MJ Logelin  
Heather Mackey  
Bojan and Emilie Mandaric  
Heidi Marion  
Joe and Nancy Mark  
Nadia Marquez Pabst

Nick and Mona Martine  
Susan and Daniel McManus  
Virginia McNulty  
Suzanne and Corey Mears  
Eric and Sue Melzig  
Lynn and Jeff Meyer  
Keith and Patty Michl  
Sally Mole  
Alfred A. Molinari, Jr.  
Chip and Vicki Muller  
Stephanie Muñoz Wells  
Hannah Nichols  
Nicole Nichols  
Jon and Cathy Niemczyk  
Katie Nolan and Rachid Joyce  
Bill and Janet O'Bryan  
Jason and Mary Ann O'Connor  
Sam and Katy Orvis  
Lisa Pergament  
Annemarie and Rob Peters  
Sara Ragland  
Karen Rinaldi  
Jennifer Ringe  
Marge and Kenneth Roberts  
Cecilia Rodriguez  
Maggie Rubick  
Ricci Rubick  
Christopher & Sharry Rutken  
Matt and Jennifer Samuelson  
Emily Schriebl and David Scott  
Tom Scull and Jessica Tidman  
Ashley and Rob Short  
Amelia Silver  
Brooke Smith  
Roger and Jody Stoneberg  
Ed & Patty Thompson  
Suzy and Anthony Thompson  
Jessica Tidman  
Kelly and Ben Travis  
Christine Turini  
Julie and Justin Volk  
Molly Watson  
Michael and Kayte Waters  
Chris Weber  
Eric Weissleder and Erica Lin  
Mary Welford  
Alex and Sarah Wilde  
Becky Wilder  
Karlyn and Scott Wilson  
Nick Woodard and Katharine King  
Katherine and Pat Zilkha





**NDS** | Northshire  
Day School

Growing a Strong  
Community of  
**Happy &  
Healthy Children**

Northshire Day School  
5484 Main St  
Manchester Center, VT 05255  
[www.northshiredayschool.org](http://www.northshiredayschool.org)

Northshire Day School is a non-profit 501(c)(3) organization