

# CLARENDON

Early Education Services, Inc.

## IMPACT REPORT

2025–2026

**Strengthening Children. Families. Educators. Communities.**

*The numbers tell us how many people we reach.  
The stories tell us why that reach matters.*

Massachusetts • Statewide Family Child Care Network

# Our Impact at a Glance

Clarendon is part of the infrastructure that makes quality, affordable child care possible for Massachusetts children and families.

|                          |                                    |                                                 |
|--------------------------|------------------------------------|-------------------------------------------------|
| 305                      | ~1,500                             | 6,790                                           |
| Affiliated FCC educators | Children receiving year-round care | Children served through CACFP                   |
| 905                      | ~800                               | \$20M+                                          |
| FCC programs in CACFP    | Children transported daily         | State reimbursement passed through to educators |

## The Difference We Make for Children & Families

Access to child care is about more than a seat. It is about stability, continuity, safety, nutrition, transportation, and the confidence families need to work and pursue education.

*A child who remains with a trusted FCC educator from infancy through the school-age years experiences continuity, stability, and a relationship with an adult who knows that child well. For children who have experienced significant stress or trauma, that consistency can be especially meaningful.*

*A parent who knows that their child is safe, cared for, fed, and transported reliably can go to work or school with confidence.*

Clarendon primarily serves families who qualify for child care subsidies or receive support through the Massachusetts Department of Children and Families, including families facing significant economic and personal challenges. Our services connect families to financial assistance, transportation, nutrition, family support, and reliable care.

# Strengthening the FCC Workforce

Family Child Care educators are small-business owners and essential members of their communities. Clarendon provides the administrative, financial, professional, and operational infrastructure that helps educators sustain their businesses and continue serving families.

We administer more than \$20 million in state-funded child care reimbursement passed directly through to FCC educators. This reliable income is critical to the financial sustainability of their businesses, helping educators maintain their programs, support their families, and build greater economic stability.

Many educators we serve are women and people of color and are often heads of household. Clarendon is a critical financial and administrative partner to these educators and a trusted service partner within the Massachusetts early education and care system.

*An FCC educator who sustains a successful home-based child care business is not simply creating employment for themselves; they are providing an essential community resource that allows other parents to participate in the workforce.*

Through partnerships with United Way and other foundations, Clarendon has trained and equipped more than 50 women to launch FCC businesses, helping expand the supply of child care and increase access for hundreds of families in their communities.

# Investing in Educators

Clarendon supports 305 affiliated FCC educators through referrals, subsidy management, home visits, curriculum assistance, professional development, technical assistance, and nutrition reimbursement through our Child and Adult Care Food Program (CACFP), serving approximately 6,790 children enrolled in 905 FCC programs.

|                            |                                  |                       |
|----------------------------|----------------------------------|-----------------------|
| 45+                        | 1,535                            | 10,994                |
| Hours of training annually | Educators completing LMS courses | LMS courses completed |

Our original online Learning Management System was designed specifically for FCC educators, providing meaningful professional development on their own schedules and in their preferred languages. Training is offered in English, Spanish, and Portuguese, and professional learning is also extended to parents.

*The goal is not simply more training. It is a stronger workforce with greater knowledge, confidence, and capacity to provide high-quality care.*

# Responding When Families Need Us Most

Clarendon's commitment extends beyond traditional program services. Because community needs do not always fit neatly within a funding category, we respond when children, families, and educators face unexpected challenges.

**Emergency Family Fund** — Provides immediate assistance when a family or FCC educator experiences an unexpected crisis, such as losing a home to fire.

**Holiday Toy Drive** — Helps children experience the joy and connection of the holidays.

**Comfort Kits** — Provides familiar, reassuring items to children entering foster care during a difficult transition.

**Responsive Professional Learning** — Training evolves with community needs, including recent education addressing immigration-related concerns and other challenges affecting the communities we serve.

*These efforts reflect how we define impact: not only delivering contracted services, but being a reliable organization that responds when children, families, and educators need us most.*

# Listening, Learning & Responding

Family needs evolve as children grow. Approximately 30% of school-age children in our network leave their FCC programs when they enter school, despite remaining eligible for child care financial assistance. This highlights a gap in the continuum of care and signals an emerging need for additional school-age care options.

Clarendon is actively exploring the changing needs of these children and families and identifying appropriate, sustainable ways to respond. We use data, relationships, and our experience across the early education system to understand where gaps exist and where new opportunities may strengthen access.

*We do not assume that today's solutions will meet tomorrow's needs. We listen, learn, and adapt while remaining grounded in our mission.*

# Measuring What Matters

For Clarendon, success is measured not only by how many children, families, and educators we reach, but by the difference our services make in their lives.

We track enrollment and retention, continuity of care, access to financial assistance, transportation and nutrition participation, developmental referrals, educator retention and professional development, technical assistance and home visits, and feedback from families and educators. We also monitor child care capacity, service demand, financial and operational performance, compliance, and our ability to respond to emerging needs.

*The numbers are important because they demonstrate reach, accountability, and stewardship. But impact is ultimately about what those numbers make possible: children experiencing stability and quality care, parents pursuing work and education with confidence, and educators sustaining businesses that expand access to care in their communities.*

# A Strong Foundation for Continued Impact

Clarendon is well positioned to sustain and expand its impact. We bring experienced leadership, long-tenured staff, strong state and community partnerships, established statewide infrastructure, an extensive FCC network, transportation capacity, and a strong record of growth, financial performance, and compliance.

Our operating revenue grew from approximately \$14 million in FY2022 to \$35 million in FY2025 as Clarendon expanded its child care and nutrition programs. We have demonstrated the ability to translate public and philanthropic resources into expanded access and stronger services while maintaining quality and accountability.

General operating support strengthens the infrastructure behind this established network and gives Clarendon the flexibility to invest where needs and opportunities are greatest. Restricted funding is essential to delivering contracted services, while flexible resources allow us to strengthen our workforce, respond to emerging needs, support efforts that cross program boundaries, and continuously improve our services.

*A flexible investment in Clarendon is an investment in the infrastructure, relationships, and people that make access to quality care possible.*

# Looking Ahead

**The needs of children and families will continue to evolve.  
Our responsibility is to evolve with them.**

Clarendon's strength is our ability to listen, identify emerging needs, bring partners together, and translate resources into meaningful access, stability, and opportunity.

We will continue strengthening the FCC workforce, expanding access to quality care, supporting family economic stability, investing in professional development, and building the organizational capacity necessary to sustain our impact across Massachusetts.

**CLARENDON EARLY EDUCATION SERVICES, INC.**

*Children and families are at the heart of our work.*