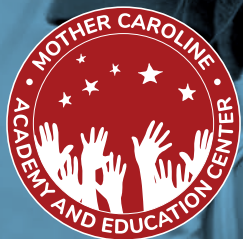


MOTHER
CAROLINE
ACADEMY
AND
EDUCATION
CENTER



Annual Report 2019

FULL CIRCLE



Coming Full Circle

Each student's journey at Mother Caroline Academy and Education Center is full of hope - a hope not previously seen on their horizon. It's an incredible moment, after years of struggle, when you're able to stand up tall and strong, knowing that your hard work, support of others, and grit brought you here to this point.

For the past 27 years, this journey has been the foundation of MCAEC. Mother Caroline Academy is the only private, tuition-free school for girls in grades 4-8 from limited financial means in the city of Boston. It serves girls of all faiths, races and cultures from Boston neighborhoods. The mission of the school is to provide a high-quality education that develops the individual gifts of each student and prepares her for success in competitive secondary schools and college. Our students bring their individual gifts and talents to the school and develop these gifts with the hope of making our world a better one for all.

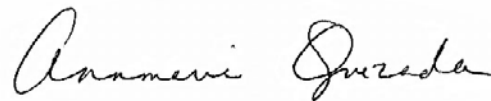
The journey at MCAEC begins in the fourth grade when students enter ready to learn basic skills and ends in the eighth grade when they have studied the traditional curriculum enhanced by World Languages, World Religions, Art, Music, and experiential learning opportunities such as camping, rock climbing, and skiing.

As we strive to close the achievement gap as well as the experience gap, we provide a safe, joyous environment that propels our students out of poverty and into a world of endless opportunities. Two Mother Caroline Academy community members who have come full circle are the Chair of the Board of Trustees, Sandra Feliz, who attended Newton Country Day, College of the Holy Cross, and Harvard University, along with Michelle Brito, our Principal, who attended Groton School, Middlebury College, and Emmanuel College. In addition, we currently have two recent alumnae on our faculty. We are honored to have these women lead the way as well as provide a dynamic model for our students.

At MCAEC we are a second family to our students. We provide encouragement; academic, spiritual, and emotional. We believe that our students deserve each and every opportunity that other middle school students receive. Our students leave Mother Caroline Academy with a voice, a mission, and a chance at the starting line. We see pride in each and every one of our student's accomplishments as they leave our school ready to contribute to the world and fulfill the founders' dreams of coming full circle, returning to MCAEC to inspire the next generation.

Thanks to your generous support we are able to continue our mission of serving girls from Dorchester, Roxbury, Mattapan, Hyde Park, and Roslindale. Your investment in our school is what propels us forward each and every day to help our students become the strong young women they are destined to be.

With Gratitude,

A handwritten signature in black ink, reading "Annmarie Quezada". The script is fluid and cursive, with the first name "Annmarie" and last name "Quezada" clearly distinguishable.

Annmarie Quezada, Head of School



Our Mission

Founded in 1993, Mother Caroline Academy is a tuition free, independent school for girls grades 4-8. We serve Boston families with limited resources.

Our mission is to provide a high quality education that develops the individual gifts of each student and prepares her for success in competitive secondary schools and colleges.

Originally created in the Catholic tradition, the school is now fully independent. We recognize the dignity, value, and assets of each person.

The Academy emphasizes the importance of scholarship, leadership, and social and moral development.

MCAEC Leadership in Year 27

Our 5th Head of School, Annmarie Quezada, now in her second year, says "In the last year, I have reorganized the school's Leadership team, added World Languages and World Religions as academic subjects, cut our expenses by over \$200k, and started an on-site summer school that is skills-based and focuses on standardized test prep for our 8th graders. I have professionalized our AmeriCorps program with a rigorous interview and orientation, and have applied for and was granted two teachers through the Boston College Urban Catholic Teachers Corps. Change is in the air and my Leadership Team and I are bringing the school to a new level. This is occurring in conjunction with a 4.5% increase in revenue compared to FY2018, and an 11% increase compared to FY2017. The school is at an inflection point and the Board of Trustees is looking to move forward with a strategic plan in order to continue to serve young women in the community. Our board is in the process of expanding. We are intentionally adding new members to our Board of Trustees and Finance Committee with a focus on expertise in finance, governance, as well as diversity and inclusion.

"In a recent study of 49 schools within the Nativity Miguel network, Mother Caroline Academy came out #1 in terms of college persistence. Our students do not give up."

Annmarie Quezada

100%

of MCA alumnae graduate from high school.

96%

enroll in college.

85%

matriculate within 6 years.

For comparison, national education statistics for economically disadvantaged women of color show a 79% high school graduation rate, a 55% college enrollment rate, and a 12% matriculation rate for college.





LEADERSHIP





SUPPORT



100%

of new parents participate in the state of MA recognized “The Parenting Journey” curriculum, taught in the evenings by MCAEC staff. Parent participation is a requirement for admission for their child.



Wrap-around services to meet the needs of the child—and the family

Wrap-around services in addition to classroom learning enables MCA to address the needs of the whole child. These additional services work to narrow both the achievement gap and the experience gap for students.

We provide a safe environment to develop self-esteem, self-confidence, self-advocacy, and healthy decision making. All students have extended day access to athletics, STEAM, art, and music, experiential learning through camps, and field trips, and service learning.

Additional supports such as health and hygiene, nutrition, mandatory classes for parents, service referrals, and social work and family crisis response to uplift both the student and her family. Beginning in 7th grade, our Director of Student Life, in an intense two year process with each family, matches students to private high schools all over the U.S., based on academics, socio-emotional needs and family proclivity.

100% of new parents participate in the state of MA-recognized “The Parenting Journey” curriculum, taught in the evenings by MCAEC staff. Parent participation is a requirement for admission for their child. “The Parenting Journey” at MCA offers an opportunity for parents to develop themselves as nurtured and nurturing people, capable of making responsible and informed choices in rearing their children. It focuses on promoting attitudes which enhance good parenting: respect, helping each other, listening empathetically, and being curious; has an emphasis on the parent as a person rather than on the child or the child in a disciplinary relationship with the parent. Additionally, the school becomes a community of support to families at large, where most of our girls are raised by single mothers or grandparents.

Focus on 2019

World Languages

In her first year, Head of School Quezada created new curriculum additions such as World Languages—with a Latin pilot—and World Religions for 8th graders with an emphasis on history, culture, and tolerance. This year, that effort expands with Spanish for 7th and 8th grades, and World Religions for 6th, 7th, and 8th grades.

Summer Camp

In an effort to address test scores, Test Prep has been added with a new intensive two week summer camp and tutoring throughout the year. For the first time in over 10 years, Summer Camp was offered to new incoming 4th and 5th grade students to prepare them for MCA's curriculum and keep them engaged with the MCAEC community and away from harmful distractions.

Summer Internships

An internship program pilot began this summer for upper school students and alumnae. Interns were camp counselors for our 4th and 5th graders, worked in the development office, wrote a constitution for student government, and created new protocols for student led tours. Keeping students connected to MCA over the summer keeps them out of harm's way.

Health Classes

A new partnership with Northeastern's Bouve School of Nursing provided health classes for grades 6, 7, and 8. Topics included hygiene, body image, exercise, nutrition, and stress management.



Social Work

Students have access to a social worker to work one-on-one to address any issues they may face. Students at MCAEC may have experienced trauma, assault, or neglect in their lives. In the 2018-2019 school year, we contracted JRI, Justice Resource Institute for a social worker on staff. JRI strives to serve needs of underserved individuals, families, and communities with compassion and dignity. In the 2019-2020 school year we have created a new partnership with Boston College's School of Social Work to contract with a social worker on staff.

Alumnae Advisory

A noteworthy addition, we now have an Alumnae Advisory Board, co-chaired by Elaines Peña and Anny Arias Peguero. Both graduated from MCAEC in 2010, with Peña continuing on to Newton Country Day School, and Peguero to Beaver Country Day. Both graduated from the College of the Holy Cross and were enthusiastic about the opportunity to give back to MCAEC. They recruited over 15 members from other classes to come together as an advisory board, meeting with the Head of School and Director of Development quarterly to reconnect with alumnae, work on alumnae events and reunions, and to keep connected to our mission.

"The old adage is true—to whom much is given, much is required—and alumnae know MCA is a place to come back to, and to give back to. The co-founders had this in mind, it's part of the mission, and it's truly the fruit of the labors of so many, as MCA students give back to the next generation."

Michelle Brito, Principal, MCAEC Class of 1998



5 Years at MCAEC = A Lifetime of Hope

For 27 years, Mother Caroline Academy has been quietly doing the work to create a pathway out of poverty through education for low income families.

As Boston's only tuition free option for middle school girls, we seek to address both the achievement and experience gap for girls and their families in need. Mission-driven, dedicated, long-term staff provide both a strong academic program along with wrap-around services to help each student achieve her full potential. Master teachers in each classroom are accompanied by AmeriCorps volunteers, 40% of whom continue with teaching after their two year engagement.

We are proudly accredited by the Association of Independent Schools of New England (AISNE).



OPPORTUNITY

Providing Opportunity

We seek to provide quality education for girls grades 4-8 developing individually each student, preparing for success in competitive secondary schools & colleges.

Through project-based learning to engage students in collaboration, critical thinking, communication, and problem-solving; participation to narrow the experience gap, extended day programming like athletics, STEAM, arts, field trips, camps and service learning; a safe environment to develop self-esteem, self-confidence, self-advocacy and healthy decision making.

87%

of MCA graduates go on to private or parochial secondary schools.
13% go on to City of Boston Exam or Charter Schools.

Bridging the Gap

Our overarching goal is to address both the Achievement Gap and the Experience Gap for girls living in poverty. To that end, we look to provide the following:

- A safe environment to develop self-esteem, self-confidence, self-advocacy, and healthy decision making;
- Extended day access to athletics, STEAM, art and music, field trips, camps, and service learning;
- An emphasis on internal potential and identifiable assets for each individual;
- Wrap-around services such as health and hygiene, nutrition, parenting classes, service referrals and assistance, and social work and family crisis response to uplift both the student and her family;
- Intervention and extra help from faculty for struggling students;
- A path to safety and stability for students with compassion, respect, and high standards;
- A recognition and commitment to culturally sensitive care;
- A broad definition of family including other family members in addition to biological parents to best nurture the child;
- A relational model encouraging self-care, self-understanding, and relating to others as a reflection of one's self.





62%



of MCAEC students
live with a single parent.

3

Alumnae currently on staff,
on both the Leadership
Team and on faculty.

7%

of MCAEC students
live with extended family
and not with a parent.

15



new Alumnae Advisory
Board members.

\$870,000

in financial aid and
scholarships received
by class of 2019 for
secondary schools.
This is a 52% increase
from the prior year.

12th

year of Alumnae
representation on the
Board of Trustees. Our
current Board Chair is an
MCA graduate.





Who We Serve

Mother Caroline Academy educates girls in grades 4-8. Our student body for the 2019-2020 school year is comprised of girls from African American or Afro-Caribbean descent (80%), Hispanic/Latina (13%), and mixed race (7%). We have expanded our outreach to serve Hispanic/Latina students, doubling the demographic at MCA in 2 years. The majority of applicants' families fall under an annual income of \$50,000 (with at least 4 family members).

Families come from Greater Boston neighborhoods such as Dorchester, Roxbury, Mattapan, Hyde Park, Roslindale, and Jamaica Plain. MCA is a presence in its Dorchester community, as the school purchased an abandoned building from the City of Boston and created the beautiful school we have today. MCAEC is an equal opportunity employer and admits girls to the school from all faiths, races, and belief systems. Parent liaisons from each class volunteer and connect throughout the year, whether working on individual class fundraising to offering potluck contributions to our annual cultural celebration, or teaching a class on healthy hair care.

Our school is located in the community of Grove Hall on the Roxbury/Dorchester line. Described by community members as an "oasis" or "haven," we recognize that for some girls, we are a crucial stepping stone on the path to graduation from high school and college. Recent gang shootings at a brand new park in our neighborhood illustrate the issues our community members continue to face.



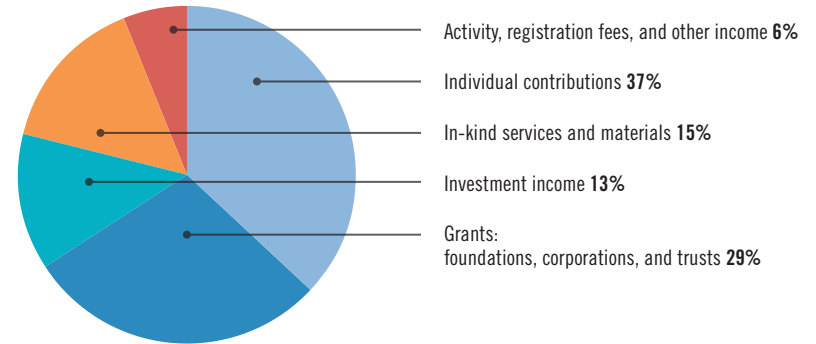
COMMUNITY



FY 2019 (July 1, 2018 to June 30, 2019)

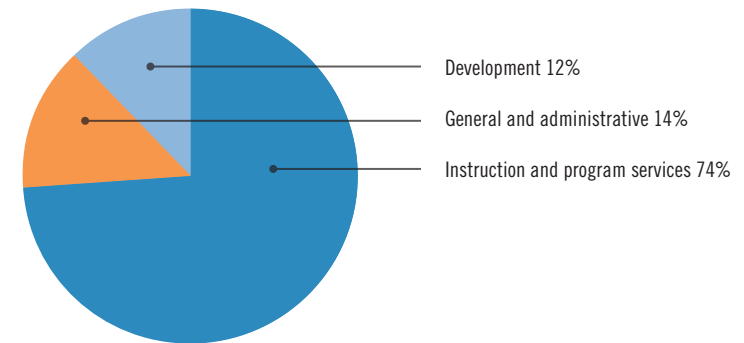
Revenue:

Individual contributions	\$ 606,642
Foundations and trust grants	365,715
Corporate and business grants	110,515
Investment income	217,175
In-kind services and materials	250,971
Activity, registration fees, and other income	92,641
Total resources available (before support from endowment)	\$ 1,643,659



Expenses:

Instruction and program services	\$ 1,926,174
General and administrative	354,939
Development	302,239
Total expenses	\$ 2,583,352
<hr/>	
Deficit before support from endowment	(939,693)
Distribution from endowment	1,150,000
Net operating revenue and support	210,307



PARTNERSHIPS

Expanding Partnerships

BC School of Education
BC School of Nursing
Boston Chapter of the LINKS, Inc.
Boston College School of Social Work
Boston Cultural Council
Boston Police Department - Women in Blue
Boston Shakespeare Project
Boston University AdLab
Boston University Center for Regenerative Medicine
Bridgewater State
City Year Boston
College of the Holy Cross
Emmanuel College Community Service and Service Learning
EV Kids
Finding One's Voice
Girls Rock Campaign
Grove Hall Library
Handel and Haydn Society
I2 Stem
Isabella Stewart Gardner Museum
LTR Unlimited
Max Warburg Courage Curriculum
Moakley Courthouse Discovering Justice
Northeastern University Bouve School of Nursing
Science Club for Girls
Shepley Bulfinch
Sportsmen's Tennis Club
Step into Art
Tony Williams Dance Studio
Urban Catholic Teacher Corps
Valeo Soccer
Wellesley College



COMMITMENT

Faculty and Staff 2019-2020

Behind the success of each student is our committed faculty and staff. Their talents, expertise, compassion, and commitment make a huge difference in student success and the experience of MCAEC families.

Olumide Adebo, Information Technology
Lousillia Bailey, Art Teacher
Michelle Brito, Principal
Roger Cenac, Accounting Services
Carrie Coughlin, Director of Development
Uchechi Egbuhulam, Academy and Student Affairs Administrator
Lisa Fauman, 6th, 7th, and 8th Grade Science
Beverly Gill, Receptionist
Sarah Harrison, 6th, 7th, and 8th Grade English Language Arts
Robin Horgan, World Languages and World Religions
Nancy Merrill, 4th and 5th Grade Humanities
Julianna Montminy, 4th and 5th Grade Math and Science, UCTC
Jennifer Munoz Piatelli, Assistant Principal
Taylor Parker, Special Projects Coordinator
Tracie Peaks-Sandy, Nutrition Program Coordinator
Annmarie Quezada, Head of School
Dr. Tom Savas, PhD, Student Success Coach
Julianne Slinger, Development Associate
Nate Smith, Facilities
Peter Squires, 6th and 7th Grade Math and Social Studies and Mentor Teacher
Gloria Wilkins, Business Manager
Liam Wintroath, 5th, 7th, and 8th Grade Social Studies, UCTC
Rebecca Wyczalek, Coordinator EV Kids/MCAEC

Program Associates 2019-2020

Meg Dillon
Isabelle Hattan
Marie Moncata
Morgan Muschamp
Koleyatu Sheriff

Ways to Give

Attend our events

This year's events are Night of the Arts on November 14, 2019, our Christmas Pageant on December 19, 2019, and our Annual Gala on May 21, 2020.

Leave a legacy

An excellent way to support Mother Caroline's mission for years to come is to leave us a bequest in your will, living trust, or with a codicil. Please ask your financial planner or attorney on how to best plan a bequest or irrevocable gift as part of your estate plan.

Volunteer in our afterschool program

Do you play piano, sew, knit, garden, or cook? Would you consider volunteering in our after school programs? Please contact us for volunteer opportunities.



Investors' Fiscal Year 2019

July 1, 2018—June 30, 2019

\$50,000 and Above

Markey and Tom Burke
Phillip and Elizabeth Gross
George T. Lewis, Jr. 2001 Foundation
Loomis, Sayles & Company
Grace Giving Seed Charitable
Foundation, a Donor Advised Fund of
the US Charitable Gift Trust

\$25,000-\$49,999

Todd and Marci Abbrecht
Anonymous
Anne T. and Robert M. Bass Foundation
Catholic Schools Foundation
Downey Family Charitable Foundation
Kimberly and James Pallotta
The Yawkey Foundations

\$10,000-\$24,999

Margaret and Robert Ackerman
Bain Capital
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The Glavin Family Charitable Fund
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Hazard Family Foundation
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P&G Fund of the Greater Cincinnati
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Scully Family Foundation
Margaret Shepherd

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Baker Family Trust
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Lindsey Crowley
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Pilot House Associates, LLC
Heather and Park Ridill
Rosse Family Charitable Foundation
The Sanofi Foundation Matching Gifts
Program
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Andre Stuart
Karen Sturges
Meg Tallon
Ann Marie and William Teuber
Serrin Turner and Sharon Street
Cecilia Vega

\$500-\$999

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Rena Baek
Elizabeth Bailey
Barr Foundation
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Spencer Foundation

Candace Stanciel
State Street Foundation
Hope and Adam Suttin
Carole Wedge
Christopher and Christine Wilkinson

\$250-\$499

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David Blair and Lena Hervas
Maria and Michael Bresnahan
Mark Cahill
Nancy and Stephen Calderwood
Sheila Calkins
Maureen and Michael Champa
Thomas and Diane Esselman
Steven Fried
John and Janet Fogarty
Gerard Greene and Mary Louise Amrhein
Thomas Gross
Harbor One Bank
John E. Harradon
Lauree Hickok
Hyannis Air Service, Inc. DBA Cape Air
Cecilia Hylton
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Iron Workers Union Local 7
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Martha Stapels
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Adele and John Urbsas
Ellen D. Warwick
Nicholas and Amy Welch
Kathleen W. Weld
Beth Anne Willett

\$100-\$249

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Jaclyne and Jesse Ainlay
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Nicole Baker
Michelle and Tim Barrett
Kerian Baszkiewicz
Anne Beaven
Janet Beaven
Nancy Berkowitz
Robert Blankemeyer
Joan Boeck
Boston Fire Department E-51
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David and Kerry Norton Larosa
Nguyen Le

Sandy Le
Katherine Leen
Nan Leonard
Janet Lothrop
Martha and Richard MacDermott
Maureen Mahoney
Alex Marburger
Evelyn Martial and Paul Alexander
Stephanie and Ben Mason
Katherine McClure
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Orla Mernagh
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John and Lucia Mudd
Janice A. Mulligan
Nicole and Terrence Murray
Kevin and Lana Murphy
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William M. Polk
Joanne and James Poage
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Nancy Ridill
George Roberts
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Martha and Richard Shults
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Gregory and Patricia Smith
Essence Souffrant
Kristin and Philip Stashenko
Stop and Shop Rewards Program
Eric Thompson
Hal and Lisa Tovin
Mary F. Townsend
Sarah Tucker
William and Sonia Valentine
David H. Wilderman
Mary Allen Wilkes
Stephen and Helenann Wright
Judith and Peter Zimmerman

82%



of the Class of 2019 have met or exceeded ELA and Math benchmarks each year since 4th grade.

Grades 5-8 currently have a vocabulary at the



94th

percentile, indicating high reading achievement.





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Program Director, Bain Capital

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