



**Bright Horizons**  
**FOUNDATION**  
*for Children.*

**Celebrating 25 Years**  
1999-2024



Dear Friends of the Foundation,

For 25 incredible years, the *Bright Horizons Foundation for Children*® has helped our **Bright Horizons**® family to make the world a better place by providing opportunities for them to give back to the communities where they live and work.

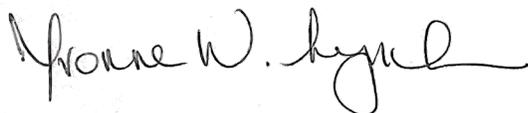
As an organization, Bright Horizons has always been focused on providing the highest quality education and care, and our people are uniquely driven by that mission. But we also recognize that many in our communities are faced with difficult circumstances, and we are beyond proud of how our extended family helps others to face those challenges. Our employees generously give their personal time to the service of others. Over the last 25 years our US based employees have given more than 200,000 volunteer hours – nearly a full year for every year the Foundation has been in existence.

Through our programs, the Bright Horizons Foundation for Children actively supports our employees' volunteerism and engages our broader community in activities that leverage their skills and expertise to brighten the lives of others. Our signature program – Bright Spaces – has created 450 safe, cheerful environments in family shelters, police stations and other community organizations here in the US. This particularly impactful program brings hope and comfort to more than 130,000 children per year.

From a monetary perspective, since inception, the Foundation in the US has reinvested more than \$6.5 million into our communities – most of which was creatively fundraised by our amazing Bright Horizons family.

Since 2005 the Foundation has also been operational in the UK, and our impact has reached even further, to an additional 30,000 children this year. The UK Foundation also celebrated an important milestone in 2024 – the opening of their 100<sup>th</sup> Bright Space!

There are many ways to measure impact, but no matter how it's done, it's clear that the commitment of YOU – our Bright Horizons family – is second to none. I could not be more grateful for your dedication and engagement with the work of the Bright Horizons Foundation for Children. With your help, we are confident in the Foundation's future and that together we will continue brightening lives for many more years to come.



**President and Board Chair**  
Bright Horizons Foundation for Children

## Our mission



The Bright Horizons Foundation for Children is focused on brightening the lives of children, youth, and families in crisis. We support a range of programs that impact children, families, and nonprofit agencies.

# Our history

1990

The Bright Horizons Foundation for Children began with a vision for making a difference in the lives of children and families where we live and work

2000

First Bright Space is opens in partnership with HSBC Bank, at Salvation Army in Buffalo, NY

2005

100th Bright Space opens at Oasis Center in Nashville, TN; Bright Horizons Foundation expands to Europe

2006

First Bright Space opens in the UK

2008

200th US Bright Space opens in Silver Springs MD, sponsored by Discovery Communications

2011

250th Bright Space opens honoring the 25th anniversary of Bright Horizons, and supported by 25 dedicated Bright Horizons employees

2015

Elizabeth Boland and then-Foundation Chairman Gary O'Neil, join local colleagues on a bike ride across the UK to celebrate the UK Foundation's 10th anniversary

2018

Bright Horizons creates its Employee Relief Fund (ERF), to support employees facing personally catastrophic situations, which the Foundation administers

2020-2021

Though severely impacted by the COVID pandemic, the Foundation continues to support agency partner operations

2022

FUNdraising and in-person agency activities resume post-pandemic

2023

First "Love for a Bright Space" global social media campaign to raise awareness about the Foundation among employees, partners and families

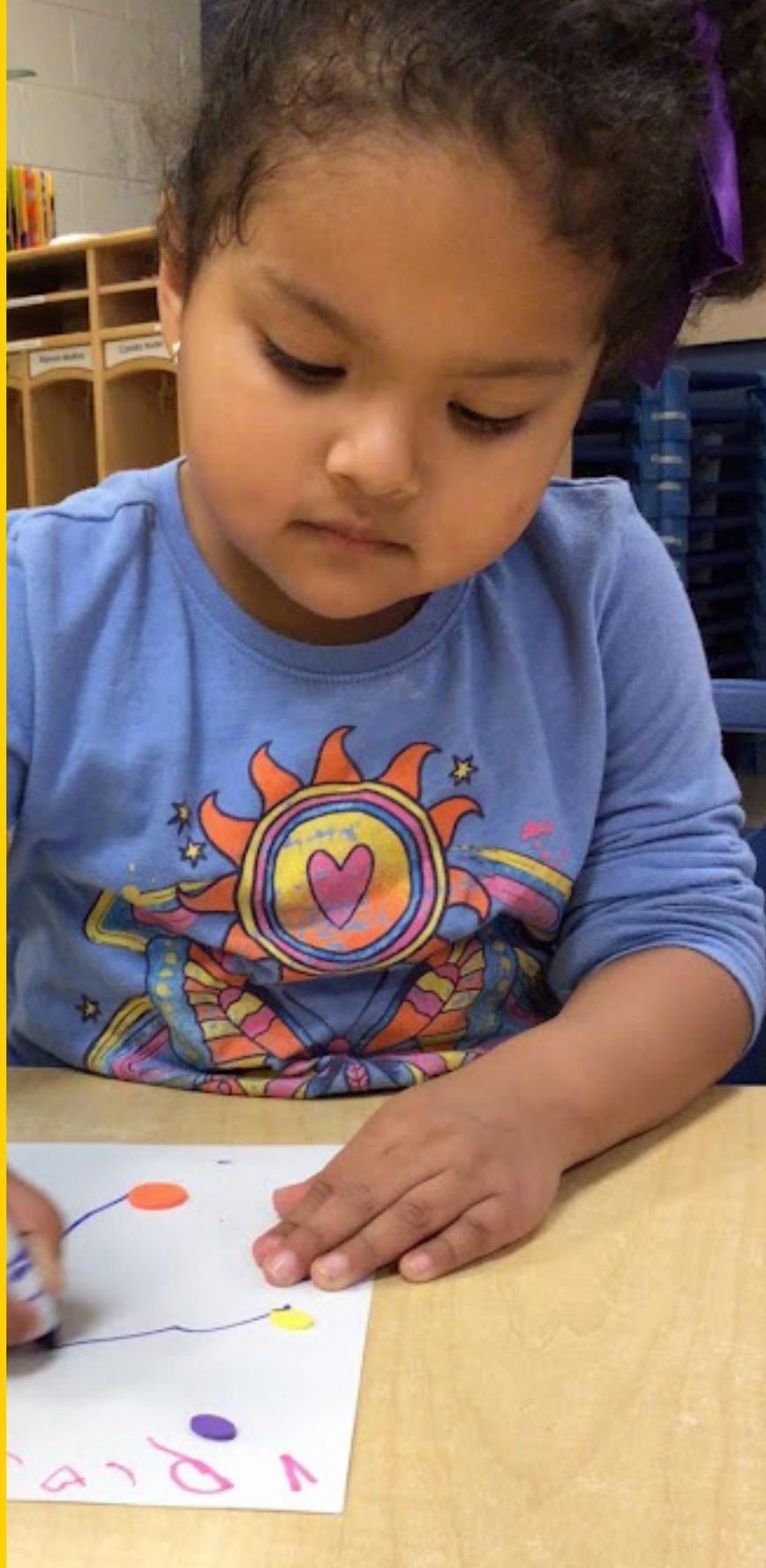
2024

## The Foundation celebrates its 25<sup>th</sup> anniversary

- Relaunches the Gleason Grants program
- Rebrands employee payroll giving to "Impact Makers"
- Summer-long Walk On Across America campaign
- 20th Annual Bright Horizons Golf Tournament raises a record amount to benefit the Foundation
- UK Foundation opens its 100th Bright Space
- FUNdation Day events across the US mark the Foundation's 25th anniversary

# 25 years of impact

For 25 years, the Bright Horizons Foundation for Children has been giving back to the communities where our Bright Horizons employees live and work. Through volunteer projects, grants, and our signature program – Bright Spaces – over the years, tens of thousands of Bright Horizons employees have made a difference in the lives of hundreds of thousands of children and families facing crisis. Here's a snapshot of how our programs made an impact over the last 25 years.



**Bright Horizons**  
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# Our programs

## Bright Spaces

The signature program of the Foundation, *Bright Spaces*<sup>®</sup> provide unique hubs for children to play, gather with families, and access the services they need. These spaces are created by Bright Horizons volunteers in partnership with the local agencies in which they are built.

### Impact by the numbers



**450**

Bright Spaces  
opened in U.S.  
in 25 years

**130K**

children impacted  
on average per year

**\$5M**

invested since 1999  
to create and sustain  
Bright Spaces  
across the country

As part of our ongoing efforts to ensure we remain connected to our Bright Space agency partners and provide ongoing support to the Bright Spaces that we have co-created, in 2024 we conducted an impact survey. Our agency partners are extremely satisfied with the Bright Spaces program. According to the responses we received:

**94%**

agree that the Bright Space **provides needed comfort** to children and families in crisis

**97%**

say that their Bright Space provides a **welcoming environment** for children and families

**99%**

agree that the Bright Space provides a **safe place for children** to play and learn



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## The impact of Bright Spaces, direct from our agency partners.

“We had a baby take her first steps in our Bright Space. She and her mother were separated during foster care involvement. Without having supervised visitation in a safe, warm, home-like space, this mom would have missed her daughter's first steps.”

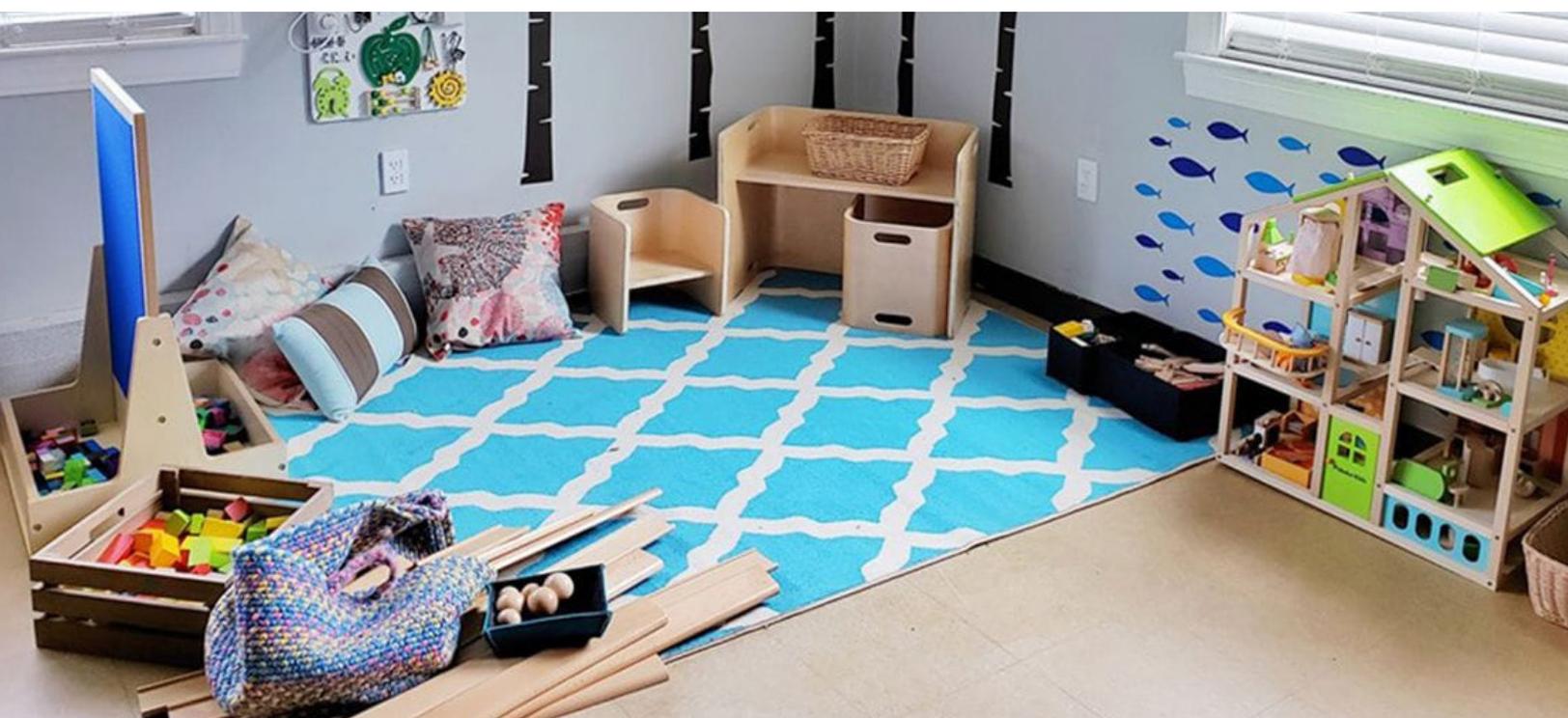
– Marcie, The Children's Haven

“As the Bright Space is located in our Uplift Overnight Emergency Shelter, many families are in crisis, and it provides a safe and comforting environment where kids can just be kids even if only for a little while.”

– Nicolle, East Missouri Action Agency

“A mother in the midst of a crisis arrived at our donation center with her children. Exhausted and overwhelmed, she needed time to speak with case managers about next steps, but her children, having been up all night due to stress, were restless and visibly anxious. We were able to take the children to our new Bright Space. The children were immediately drawn to the STEM building blocks, offering them a much-needed distraction. The calming atmosphere, complete with the beautiful tree decals on the walls, gave them a sense of safety they hadn’t felt in days. Shortly after settling in, the peace of the space allowed them to fall asleep and take a much-needed nap. The Bright Space not only helped the children, but it also provided their mother with a brief respite to gather her thoughts and regain a sense of calm. It’s moments like these that remind us how important it is to have such a comforting space available for families in crisis.”

– Bailey, Sojourner Center



# In 2024 the Foundation opened 6 new Bright Spaces and refurbished 12 more including...

## New Bright Spaces



Two new Bright Spaces were opened at **Family Renew Community**, in Daytona Beach, FL. Family Renew Community provides housing for families experiencing homelessness in Volusia County. More importantly, they help parents on a path toward supporting their families in places of their own. These Bright Spaces were created in honor of our colleague Joan Stapleton, DVP of Back-Up Center Operations, as part of heras part of her 2023 Jim Greenman Award of Excellence.



A new Bright Space opened at the **Capital Caring Adler Center** on the Van Metre Campus. This space will provide a comfortable and cozy spot for children and families to play, relax, and be together while visiting loved ones at the Hospice Center. This space was created in memory of Erika Turner, beloved daughter of Bright Horizons Regional Manager Kerri Turner.

## Bright Space makeovers



Bright Horizons employees created a beautiful **Bright Space for the Colorado Coalition for the Homeless** headquarters in Denver. This family room will be a welcoming space for Colorado residents seeking assistance with housing and other services.



The team from **Sony Pictures Entertainment Child Development Center** in Los Angeles recently completed a major refurbishment of a Bright Space at Miriam's House, a transitional sober living program that offers comprehensive social services to low-income mothers and their children. This space will be a comfortable and fun environment for families.

# Gleason Volunteer Grants

The Gleason Volunteer Grant program encourages and promotes the power of our Bright Horizons community by providing donations to agencies where our employees volunteer regularly. We are proud that our employees are so active in their local communities.

## Impact by the numbers



In 2024, nearly 50 Bright Horizons employees earned grants for the agencies where they volunteer, amounting to almost

# \$20,000

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## The impact of Gleason Grants

“Park Pals started as a way to connect children and families post-pandemic and is growing every day - I couldn't be happier to support their mission of fostering connection through play! The money provided from the Gleason Grant will go toward helping Park Pals expand to other locations throughout the Milwaukee Metro area, allowing more families to access this incredible and FREE programming.”

– Jordan, Gleason Grant recipient





“I volunteer regularly at the Marilyn Rodman Performing Arts Center, a local theater in Foxboro, MA. I’m incredibly passionate about access to the arts for all and am proud of the programs the MRPAC offers for the community. These include youth education and volunteer opportunities, a partnership with Lifeworks, a local social service agency supporting individuals on the autism spectrum, where we partner to give participants exposure to music, visual art, theater, and more. The Gleason Grant is truly appreciated and going towards a fundraising campaign the theater is currently undergoing to improve the outside of the building — including better accessibility and safety measures.”

– Allison, Gleason Grant recipient

# Brightening Lives Activities

Established in 2015, Brightening Lives Activity grants enable Bright Horizons employees to give back to their community with a group service project as part of a work gathering or event. These activities are easy, convenient, fun, and are intended to connect volunteers to the needs of their local community. BLA grants provide financial support to purchase materials and supplies for fundraisers and volunteering activities. .

## Impact by the numbers

Bright Horizons employees dedicate **thousands** of hours each year to group volunteering activities, fundraising events, drives, etc. Brightening Lives Activities that benefit local communities include projects like mitten trees, blanket tying, toy/diaper drives, comfort kits and more.

## Impact stories



In honor of the Foundation's 25th anniversary, our Operations team in Division 12 (Seattle area) hosted a diaper drive to benefit our partner Mary's Place, which serves women and families experiencing homelessness. More than 12,000 diapers were collected and donated to the agency!



The team at DoTerra Kids in Utah partnered with The Refuge Utah for a Brightening Lives Activity. Their summer camp program had no funding for snacks, specifically when going on field trips. The center team used a Brightening Lives grant to make snack packs with a card of inspiration to send with the children on their excursions.

# Employee Relief Fund

Established by Bright Horizons in 2018, the Employee Relief Fund provides direct financial assistance to Bright Horizons employees recovering from personally catastrophic events beyond their control. Qualifying events include natural disasters, medical bills not covered by insurance, funeral expenses, homelessness and more.

## Impact by the numbers

**1K**

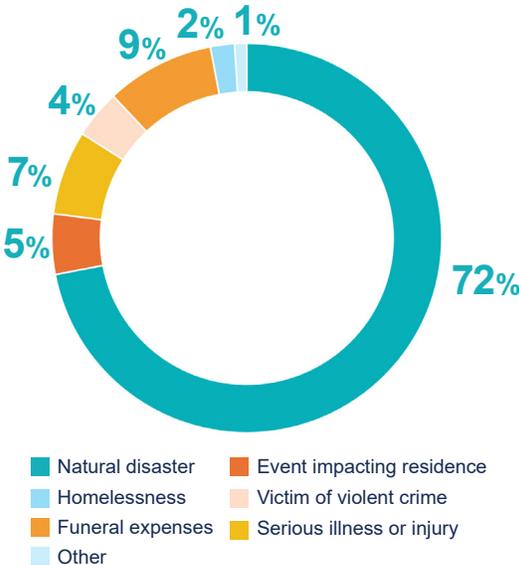
grants distributed to Bright Horizons employees since inception.

**\$600K+**

distributed to Bright Horizons employees facing personal hardships since the Employee Relief Fund started in 2018, with the vast majority being associated with natural disasters.

**2024**

has been a particularly devastating year for many of our colleagues, with hundreds impacted by hurricanes Beryl, Helene and Milton. More grant applications have been received this year than at any time in the ERF's history. The Foundation is proud to be part of the ERF process and to distribute much-needed emergency funds to so many Bright Horizons colleagues.





## Grant recipients expressions of gratitude

“I am absolutely grateful and moved to be part of a company that is able to lift me up when I am down - it is truly an honor. I am very thankful you guys did this for my family and myself, and just wanted to express my gratitude — thank you!”

“I cannot express my gratitude to you. We are on day 6 of no electricity in my area. This generous grant will help my family tremendously in the recovery process and help replenish our kitchen.”

“With tears in my eyes I want to express my immense gratitude for this. You have no idea how much my family appreciates Bright Horizons for the support.”

“My heartfelt gratitude to Bright Horizons for the unwavering support during this challenging time. Your kindness and assistance will truly make a difference, and I am incredibly thankful for being part of such a compassionate organization.”

# Our 25th anniversary celebrations

## Walk On Across America

Throughout the summer and fall of 2024, employees of Bright Horizons child care centers and offices nationwide, along with their friends, families and community members, stepped up to support children and families in crisis, while also commemorating the 25th anniversary of the Foundation. By coming together to organize *Walk On Across America* events, these teams helped to create a sense of community, increase awareness and raise funds for the Foundation.



**Walk On**   
**Across America**

Starting in Seattle in June, signature Walk On events took place in more than a dozen major cities including Westminster CO, Wheaton IL, Pittsburgh PA, Salt Lake City UT, Minneapolis MN, Phoenix AZ, Jersey City NJ, New York City, Arlington VA, San Francisco CA, Tampa FL, Los Angeles CA, and Newton MA.

In total, more than **120 individual centers and offices** across the country – and more than **2,500 colleagues and friends** – participated in the campaign. We are so grateful to our amazing Bright Horizons community for coming together to celebrate this milestone for the Foundation.

# Bright Horizons Golf Tournament

In 2004 a group of Bright Horizons employees from the Construction, Design, Facilities, IT and Procurement departments decided to invite a group of vendors to come together for a golf event to benefit the Foundation. And so, the annual Bright Horizons Golf Tournament was born. From that initial outing, the tournament continued to grow in both participation and funds raised year over year. Starting in 2014, a new tradition began, when the opportunity to sponsor “makeovers”, or refurbishment of some of our existing Bright Spaces was offered to participants.



**From left to right:** Meg Gillespie, Marc Gulezian (committee chair), Patti Nurse, Steve Geller, Tom Perry, Rob Rossi, Kathleen Read, Stephen Montgomery, and Dan Lenyo (not pictured).

2024 was not only the Foundation’s 25th anniversary, but also the 20th annual Golf Tournament. Always an incredible event, this year was made even more special by an increase in sponsors, more new vendor participants than ever before, special added touches on the course and in the function room, and a new record high of funds raised.

For 20 years, the Bright Horizons Golf Tournament has been organized by a small group of dedicated Bright Horizons employees who volunteer to deliver a first-class event. As the Foundation’s single biggest fundraiser, we are immensely grateful to everyone who continues to support the tournament, which has raised an incredible **total of \$1,875,000** — and sponsored 30 Bright Space makeovers over the last 20 years!



# The Foundation team



**Yvonne Lynch**  
Foundation President

Yvonne has been with Bright Horizons since 2007 and previously held leadership positions in the organization's Client Relations and Back-Up Operations departments. In 2022 she joined the HR team as VP of Employee and Community Engagement, and President of the Foundation. During her time with Bright Horizons, Yvonne has been an enthusiastic supporter of the Foundation and was involved in the creation of several Bright Spaces, in MA, CO and NY. She previously served on the board of MediaGirls, a nonprofit dedicated to helping girls become critical media consumers, and currently sits on the board of Horizons for Homeless Children, a partner organization with a mission to improve the lives of young homeless children and their families in MA. Yvonne holds an MBA from Babson College with a focus on business and social impact. She is the proud mom of two teenagers – both graduates of Bright Horizons centers. Yvonne is passionate about live music and travel and loves nothing more than sharing those experiences with her family.



**Jenny Malone**  
Senior Manager, Foundation Finance & Administration

Jenny has a background in nonprofit management, having worked for several arts organizations before joining the Foundation team in 2004. At the Foundation, Jenny manages all accounting functions and cash management as well as the preparation of the annual audit & tax return. She provides guidance on nonprofit fundraising and expense policies to Foundation staff and board. Jenny retired as a Captain from the US Air Force Reserves in 2011. She enjoys winning curling matches and performing as a member of Bend Contemporary, a dance company in her town of Bend, Oregon. She chairs the board of Scalehouse, a multidisciplinary contemporary arts center, and serves on the Board and Finance Committee of the Central Oregon Community College Foundation.



## Thomas Monahan

Foundation Administrative Coordinator

Thomas began working with Bright Horizons in 2012 as a Toddler Teacher at Bright Horizons at One Kendall Square in Cambridge, MA. Over the next 8 years, he supported several Bright Horizons centers in the Boston area as a teacher and administrator before transitioning to the role of Payroll Specialist at the Newton home office in 2020. After volunteering to open a new Bright Space, Thomas discovered his passion for supporting the Foundation's mission. In 2022, he accepted the role of Foundation Administrative Coordinator. In this role, Thomas manages the database of Foundation donors, supports fundraising initiatives, and maintains the Foundation's web pages. Thomas loves spending time with his family, hiking, and learning to cook new recipes.



## Maria Byers-Alexander

Foundation Program Manager

Maria started in the role of Foundation Program Manager in 2024. In this role, Maria supports the implementation of the Foundations impact programs and initiatives. Maria has a background in nonprofit program management and is passionate about designing impactful programs that meet the needs of the community served. Maria loves to travel, play tennis, and spend time with family and friends. Maria is currently completing her MA in Public Administration at Northeastern University. Originally from New Mexico, Maria currently resides in Jamaica Plain, MA.



## Jane Gibbons

Foundation Program Manager

Jane began with Bright Horizons in 2005 and had several different roles in the company before coming to the Foundation in 2013. In her current role, Jane supports all the Foundation programs, including creating and supporting Bright Spaces across the country, Brightening Lives Activities, and the Employee Relief Fund. Jane loves to garden, build crossword puzzles, and take long walks with her rescue dog, Leah. She resides in Waltham, MA.



### Celebrating nearly 20 years of service

Jane will be retiring from the Foundation in December 2024, just shy of her 20th anniversary with Bright Horizons. Since joining the Foundation in 2013 as Bright Space Project Manager, Jane has brought hundreds of Bright Spaces to life. Because of Jane, thousands of children and families across the country have safe places to play and learn. Her dedication to our work will long be remembered across Bright Horizons and beyond. We wish her well on her next adventure and we will miss her dearly.

## US Foundation Board

**Elizabeth Boland**

Chief Financial Officer at Bright Horizons;  
Foundation Treasurer and Secretary

**Mary Lou Burke Alfonso**

Chief Operations Officer North America  
Center Operations

**Marguerite Kondracke**

Co-founder and former board member  
of Bright Horizons

**Stephen Kramer**

Chief Executive Officer at Bright Horizons

**Yvonne Lynch**

President, Bright Horizons Foundation for  
Children; Board Chair

## US Advisory Board Members

**Kara Conley**

Vice President, Back-Up Care Delivery and Network

**Beth Fried-Hudes**

Head of Strategic Client Partnerships

**Donna Gretkowski**

Group Vice President of Operations, East Coast

**Rachel Robertson**

Chief Academic Officer

# Help us to continue making an impact



Support the Foundation's programs  
by making a general donation.



Learn more about the Bright Horizons  
Foundation for Children and the work we do.

[brighthousefoundation.org](http://brighthousefoundation.org)

