

2018 Report to the Community

Doing the Most Important Work in Milwaukee

Dear Friends,

We had a busy and productive 2018 at Next Door!

Guided by our strategic plan, we incorporated new programming and physical improvements to our facilities – allowing our dedicated team to provide an even stronger start to life for Milwaukee children living in poverty.

One of our biggest accomplishments centered around our greater emphasis on serving more children ages six weeks to three years old when 85 percent of brain development occurs. In 2018, we added ten new infant and toddler classrooms and additional age-appropriate indoor and outdoor play areas. This transition allows us to serve nearly one hundred more children ages three and under.

We continue to build strong partnerships in the community to enhance the Next Door experience for our children, families and staff. In 2018, we joined forces with nine additional local and national organizations serving early childhood needs in different ways.

We welcomed the Leading Men Fellowship to Next Door – a national program that recruits and trains young men of color to explore a career in education and provide more positive male role models in the classroom. We have five fellows from Milwaukee working at Next Door for the 2018-2019 school year and we're seeing a big impact on our children's learning!

Building childhood literacy skills and language development remains a primary focus of our work at Next Door. Through the leadership of a Marquette University Trinity Fellow, we now have a cohort of undergraduate students serving as tutors supporting early literacy development for our children ages six weeks to three years.

We plan to celebrate all of these achievements and more in 2019 as Next Door marks its 50th anniversary. Our story began in 1969 when a group of devoted parishioners at Our Savior's Lutheran Church founded Next Door to serve the needs of people in the neighborhood. You can read more about the history and our celebration plans inside this report.

We achieved this 50-year milestone through the hard work of our Next Door team and the vision, dedication and generosity of our volunteers, donors and community partners. We thank you all for making this critical investment in Milwaukee!

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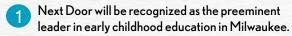
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Black Arts MKE

Next Door's Strategic Plan: Year One Advancements

To secure a strong future for Next Door, our Board of Directors approved a three-year strategic plan focusing on five positions. Below are some key accomplishments in 2018.



- 88% of Next Door students met developmental benchmarks in the areas of literacy, mathematics, cognitive, language, and social emotional development.
- Next Door is serving 96 more infants and toddlers to have a greater impact on children during the most important period of brain development (ages 0-3).
- Next Door piloted a new adult education program focused on parents earning their Child Development Associate credential and becoming employed at Next Door.
- 92.5% of Next Door parents reported that they would recommend Next Door to other families.

Next Door will extend its reach through quality partnerships.

- Next Door formed nine additional community and national partnerships in 2018, including Employ MKE, Literacy Lab and the Medical College of Wisconsin School of Pharmacy.
- Next Door's 11 Child Care Partnership sites reported most classrooms meet or exceed the national average regarding the quality of teacher-student interactions.



Next Door will maximize philanthropy to support our quality programming.

- Next Door increased overall fundraising by 16% from FY17 to FY18. In addition, the endowment fund grew by 6% in FY18.
- Next Door maintained meaningful connections to current donors through volunteer opportunities, educational events, and one-on-one meetings, resulting in an 86% renewal rate.

Next Door will be the employer of choice among early childhood providers.

- An evaluation of Next Door's salary/benefits package determined that it meets, and in some cases, exceeds industry standards.
- Annual employee survey results indicated that a significant majority of staff feel positive about the overall health of the organization, with especially high scores from staff who have worked at Next Door for 3+ years.
- Next Door offered many health and wellness opportunities for staff, including weekly mindfulness, yoga practice, and lunch-time learning sessions with staff from the Medical College of Wisconsin.

Next Door will leverage its assets to support the strategic plan, including board governance, volunteer engagement, physical facilities, and information technology.

- Next Door completed safety improvements including a new double-locked entrance at our 29th Street campus and security posts to protect walking pathways and playgrounds at our Capitol Drive campus.
- Next Door created ten new classrooms and new indoor and outdoor playgrounds focused on 0-3 year olds at our Capitol Drive campus.
- In a survey, 100% of our volunteers say they are satisfied or very satisfied, are likely to return, and are likely to recommend Next Door as a place to volunteer.

Raising Awareness of Our Critical Work

In 2018, Next Door hosted national leaders and state experts to address the critical need for early childhood education for Milwaukee children living in poverty.

Next Door welcomed U.S. Congresswoman Barbara Lee (D-CA) as part of her nationwide anti-poverty tour aimed at learning what organizations, like Next Door, are doing to help families break the cycle of poverty. Joining her on this visit were Minority Whip Steny Hoyer (D-MD) and Congresswoman Gwen Moore (D-WI). These leaders had a chance to speak directly with Next Door staff and parents, visit classrooms and read to some of our students. Their goal is to bring their experiences on the road back to Congress and work to influence anti-poverty policies.



Next Door welcomed Dr. Dipesh Navsaria as a guest speaker for the 2018 All-Staff Meeting. Dr. Navsaria is a prominent early childhood advocate and pediatrician, and a member of the faculty of the University of Wisconsin-Madison School of Medicine and Public Health. He spoke about early childhood brain development, the impact of toxic stress on



children, and the critical role of literacy development during the first five years of life. For the second year in a row, **Next Door served as a Super Host for the Greater Milwaukee Foundation's "On the Table"** initiative. The region-wide forum gathers thousands of people around tables – big and small – for conversations about building a stronger Milwaukee. We welcomed nearly 60 guests for discussion about the role of high quality early childhood education in creating long-term, positive change for Milwaukee children living in poverty. Our guests included city leaders, journalists, Next Door volunteers, donors, staff and parents. Guests completed a Next Door "On the Table" Action Plan and



selected an option to help Next Door carry out its mission.

Next Door welcomed Dr. Barbara Wolfe from the LaFollette School of Public Affairs at University of Wisconsin-Madison to share her research about the impact of poverty on brain development for children. More than 90% of Next Door children come from families living in poverty. Nearly 70 guests attended the special presentation, including city and business



leaders, Next Door donors and volunteers, and representatives from area hospitals and foundations.

Next Door's 50th Anniversary

In 1969, an outreach youth and young adult ministry began at Our Savior's Lutheran Church in Milwaukee as part of an effort to expand the church's community outreach and better serve neighborhood needs. Housed in a church parsonage located right next door to Our Savior's, leaders named the ministry, "Next Door." They never anticipated it would blossom into the thriving organization it is today $-50\ \text{years}$ later!

"It was just a dream and it became reality much more than we ever expected. I'm so pleased with what you're doing today," said Rev. Charles Berdahl, one of the co-pastors serving at Our Savior's during the founding of Next Door.

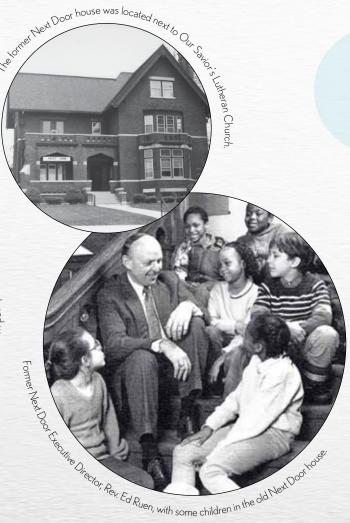
In 2019, Next Door will launch a 50th Anniversary Campaign to celebrate the legacy of Next Door's pioneers and the evolution of the agency from a church outreach program to the preeminent leader in early childhood education in Milwaukee's central city.



with their GED progri







Help us celebrate our 50th!

Fundraising

An \$11 million fundraising campaign with community gifts raised in support of:

Next Door's early childhood education programming

- High quality teaching practices
- Art education
- Books for Kids literacy program
- Mental health programs
- Family engagement initiatives
- · Staff professional development
- Specialized training on brain development and trauma-informed care for staff and parents
- Expansion of our University of Wisconsin-Milwaukee partner-led student assessments of all center-based students

Renovations of our 29th Street building

- Transforming two indoor and three outdoor play areas into age-appropriate, themed spaces to support the gross motor development of infants, toddlers, and preschoolers.
- Creating a Community Café to increase parents' connections with each other and our Family Services team.
- Redesigning our Books for Kids Library to increase children's engagement and improve experiences for volunteers who read with children each year.
- Bringing natural light into the entire environment by removing cement blocks and creating windows throughout the corridors.
- Incorporating playful color themes throughout the entire campus through paint and flooring.
- Updating the facade to reflect Next Door's branding and core values.

Community Relations

A community-wide marketing/outreach campaign raising awareness of Next Door through:

- Partnering with 50 community organizations to celebrate and support Next Door. Partners will participate in book drives, fundraising drives and other initiatives related to their area of business or expertise.
- A community-wide literacy campaign focused around the simple message of "Talk. Read. Sing." This national campaign will be showcased through our partners and within our service area at grocery stores, salons and barbershops, churches, laundromats, libraries and other places of interest.
- A storytelling campaign to share stories from our founders, volunteers, donors, community leaders, staff, families, current students and successful alumni.
- A print, digital and outdoor marketing campaign celebrating Next Door's 50 years.

Events

A series of anniversary events throughout the year:

- January 25, 2019 President's Breakfast and community 50th Anniversary kick-off.
- January 30, 2019 A screening of No Small Matter, a documentary on the importance of early childhood education
- April 30, 2019 Community "Read with Me"
- May 18, 2019 30th Annual Walk for Children
- Summer 2019 Early Childhood Education Expert Forum
- Fall 2019 Gala Celebration

To get involved in our 50th Anniversary activities, contact Hannah at 414.999.2510 or hharris@NextDoorMKE.org

Our Community Partners



Our community partners provide valuable resources to Next Door children, families and staff. In 2018, we connected with nine additional local and national partners.

The Educare Learning Network is a group of partners across the country, working together to offer low-income families a best practice model for early childhood education. The Buffett Early Childhood Fund and the Ounce of Prevention are two principal partners, along with 24 Educare schools nationwide.

Additional Partners:

- Aurora Family Services
- Baby Box Company
- Cardinal Stritch University
- · Children's Hospital of Wisconsin
- Employ MKE
- ·LENA
- Literacy Lab
- Marguette University
- Medical College of Wisconsin School of Pharmacy
- Medical College of Wisconsin Pathways program
- Milwaukee Area Technical College
- Milwaukee Center For Independence
- Milwaukee Public Museum and Kohl's On the Move program
- Milwaukee Public Schools
- Milwaukee School of Engineering
- Milwaukee Succeeds
- New Threads of Hope
- Nonprofit Center of Milwaukee
- ResCare
- · Safe & Sound
- · Social Development Commission Foster Grandparent Program
- United Way of Greater Milwaukee and Waukesha County
- University of Wisconsin- Madison
- University of Wisconsin- Milwaukee
- Wisconsin Literacy, Inc.

Meet a New Partner

Literacy Lab and Leading Men Fellowship

In the fall of 2018, we welcomed five Leading Men Fellows to Next Door. These recent high school graduates from Milwaukee are working in our classrooms five days a week, getting a chance to explore a career in early childhood education, and helping Next Door children get ready for school. The fellowship is run by the Literacy Lab of Washington, D.C. The organization works to recruit more men of color as positive role models in the early childhood education field. The fellows went through extensive training before starting at Next Door and receive ongoing coaching alongside their time in the classroom. They will be with us through the 2018-2019 school year.



Child Care Partnership Program

As the leader of a federal grant program featuring a Child Care Partnership (CCP), Next Door is spreading the impact of its high quality early childhood education programming. In 2018, we partnered with nine early learning organizations with 11 sites across Milwaukee.

At each location, a Next Door instructional coach offers personalized training for teachers to raise the quality of learning and care in their classroom. The coaching includes classroom observations, instruction on effective student assessment tools, and multiple professional development opportunities throughout the year. Next Door also offers a Family Advocate for each partnership site to provide comprehensive services for families.

This partnership program allows Next Door to directly reach 344 children - and indirectly impact 1,400 additional children across 70 classrooms.



















CCP Family Engagement Success



Meet Vernelle Trueh and her 3-year-old son, Walter

Walter Trueh is a student at Jo's Learning Academy and never misses a chance to get on Next Door's Books for Kids Mobile Library when our crew stops by with free books for children. His mom says Walter's eyes light up with joy when he gets on and he loves sharing the experience with other children.

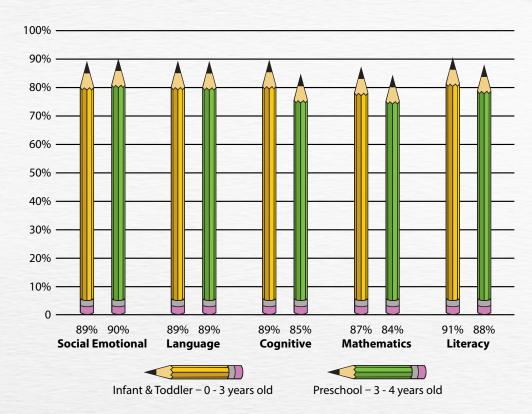
"This is something that we're always going to come to. If I'm not here, I have a family member come and get Walter and make sure he goes," Vernelle said.

The Mobile Library visits each of our 11 partnership sites four times per year with free books and literacy activities.

2017-2018 Program Outcomes

School Readiness Report

Early Head Start & Head Start - Children Meeting Developmental Benchmarks



1,958 Children Served

85% Enrolled Children Ages Birth to 3

131 Classrooms

1,749
Families Served

Next Door Alumni Success

Meet Next Door Alumni, John Quell Tucker

At 26 years old, JohnQuell Tucker still remembers two important fixtures from his early days at Next Door.

"The sandbox and the water table," he recalled.

JohnQuell also remembers his teachers – Ms. Frankie and Ms. Jennifer – reading stories and going over numbers in class during the two years he spent at Next Door from 1995 to 1997.

"It definitely was a positive and happy place," JohnQuell said.
"I'm definitely pro-early childhood education and I recommend it to families I work with now."

Today, JohnQuell is a child welfare social worker for SaintA in Milwaukee. He works with children in foster care to ensure they have the resources they need to succeed in life.

That support includes trauma-informed care for kids coping with adverse childhood experiences. He works simultaneously with parents who have been separated from their children and strives to achieve family reunification.

"I've had numerous kids that have been placed back home and safely reunited with their parents or relatives," he said.

JohnQuell decided to pursue social services late in his college career at University of Wisconsin-Stevens Point where he earned a full-ride academic scholarship. He went from an architecture major to psychology to secure what he felt would be a more rewarding and fulfilling career.

"For me, instead of being the architect of buildings, I wanted to be the architect of individuals – helping people build solid foundations for the rest of their lives," he said.



Before SaintA, JohnQuell spent three years in Stevens Point working with children and adults battling mental illness or traumatic experiences. The work entailed facilitating group counseling for the children and teaching independent living skills to adults.

JohnQuell says he's inspired by the impact he can have on a personal level and plans to further his education in graduate school next year. Based on his positive outlook, he is bound for more success down the road.

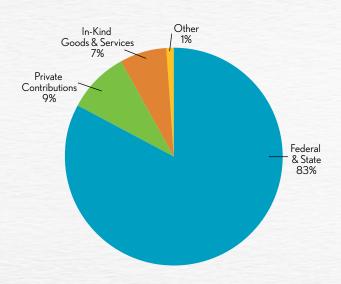
"They say the sky is the limit. I say the sky is the minimum. Why set limits for yourself when the heights of success are infinite? Reach for infinite heights," he said.



2017-2018 Financial Outcomes

2017-2018 Operating Revenue

Year Ended June 30, 2018

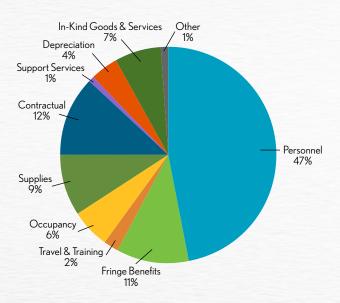


Operating Revenues	Amount	Percentage
Federal & State	\$20,238,708	83%
Private Contributions	2,328,639	9%
In-Kind Goods & Services	1,736,472	7%
Other	215,004	1%
TOTAL	\$24,518,823	100%

*2017-2018 figures represent audited financial statements

2017-2018 Operating Expense

Year Ended June 30, 2018



Fringe Benefits Travel & Training	2,709,446 479,678	11% 2%
Occupancy Supplies	1,524,335 2,093,487	6% 9%
Contractual	3,016,416	12%
Support Services Depreciation	128,226 1,002,715	1% 4%
In-Kind Goods & Services	1,736,772	7%
Other	126,950	1%
Total Expenditures	\$24,234,997	100%

Early Childhood Scholar Success

Meet Alicia Lewis

Before Alicia Lewis discovered Next Door, she struggled to map out her path to success.

"I was jumping between jobs, jumping between schools, still trying to figure out what I wanted to be," she said.

Through a family member, Alicia found Next Door – and the path to success she was longing for.

"Next Door helped me figure out exactly what it is that I'm meant to do," she said.

Today, Alicia is an Assistant Teacher in a class of two-yearold children at Next Door. She began this role in August of 2018 after graduating from Next Door's first Early Childhood Scholars cohort.

The Early Childhood Scholars program is a new addition to Next Door's adult education department. Next Door partners with Milwaukee Area Technical College (MATC) and offers Next Door parents a chance to earn their Child Development Associate credential to launch a career in early childhood education.

> Alicia was one of 302 students served in Next Door's Adult Education program.

Teachers and volunteer tutors led more than 6,000 hours of instruction.

To become a volunteer tutor, contact Martina at



MATC faculty teach the coursework at Next Door during evening classes along with training from Next Door staff.

The goal of this partnership is to introduce parents to early learning careers and build a pipeline of qualified teachers to help alleviate the national teacher shortage. After completing this program, the Early Childhood Scholars become priority candidates for hire at Next Door.

Alicia learned about this program as a parent in Next Door's home visitation program. She spent six months completing coursework filled with teaching demonstrations, lesson planning exercises, and reports on topics like childhood illnesses. She said smaller class sizes and supportive teachers made this experience easier to navigate.

"I feel fulfilled and I'm glad that I stuck to it and did it," Alicia said.

In her classroom today, Alicia says she's growing even more with guidance from her co-teacher and professional development opportunities for Next Door staff. One of her favorite parts about teaching so far is watching the students grow and thrive.

"I like that you can connect with the children on a level where you get to see their personalities come out," she said

12 13 414.999.2529 or mstevens@NextDoorMKE.org

Books for Kids: Building home libraries for children!

Every child deserves a chance to enjoy books at home. For more than 25 years, Next Door's Books for Kids program has collected books to help our students and children in the community build their home libraries. We distribute them through our "Read with Me" program, our Mobile Library and our weekly Community Library.

98,849 books donated by the community

129 book drives

8,814 books distributed from the Books for Kids Mobile Library

3,330 volunteer reading hours

2,232 hours of volunteer book cleaning

A Books for Kids Champion

Meet Jenny Leibl

Jenny Leibl of Wauwatosa first discovered Books for Kids through a volunteer visit with her company, Northwestern Mutual. Their crew was put to work in the book room.

> "We spent our time going through the books that were donated and prepping them for distribution to the kids," Jenny recalls.

While cleaning and repairing the books, Jenny learned more about this literacy program from Next Door staff.

She couldn't get over how many children and families benefit from Books for Kids year after year.

"I was just really taken aback and impressed by the volume of books and the number of kids and families so positively impacted," Jenny said. Feeling inspired by her first visit, Jenny launched a long-term relationship with Next Door. As the leader of her daughter's Girl Scout Troop, she brought the troop of 17 girls to read with Next Door students in the library as part of the "Read with Me" program with Books for Kids.

"I still remember standing there and looking across the room and each Girl Scout was just really into reading to the students," Jenny said.

Jenny now brings her own three children to "Read with Me" on their days off from school. Some of her kids also celebrated birthdays and asked their friends for book donations to Next Door instead of gifts. She says the importance of building reading skills early on while giving back to her community is what drives her support of Next Door.

"Volunteering and giving back to the community has always been a part of my life so I really look for opportunities for my kids to do that, too, and to have that chance to pay it forward," Jenny said.

To learn more about book drive opportunities, book cleaning and "Read with Me," contact Jackie at 414.999.2509 or jshanti@NextDoorMKE.org

A Next Door Volunteer Family

Meet the Major Family

They are a family of five from Hartland – each one with a unique, meaningful story to share about giving back to their community through service at Next Door.

"Honestly, I just love this whole program – you create a magical place here for children," said Beth, the mother of this family.

Beth's oldest son, Ben, made the family's first connection with Next Door in 2015 after learning about the organization online. For Ben's Eagle Scout project, he collected over 3,000 books from across the country for Next Door's Books for Kids program. His Boy Scout Troop helped clean and repair the books in the Major's garage and later came to Next Door to read to children in the library.

"Reading has always helped me and I just think you can give that gift to other kids, that love of reading, pretty easily and Next Door is a way to do that," Ben said.

Beth and her two other children, Marie and Cazzy, were next in line to volunteer at Next Door. They started reading to children in the library and volunteering with Next Door's Books for Kids Mobile Library, which visits Next Door's 11 partnership sites and community events to give away free books for kids.



Nearly 1,500 individuals, including Next Door parents and community members, volunteered more than 18.000 hours in 2018.

To learn more about volunteer opportunities at Next Door, contact Martina at 414.999.2529 or mstevens@NextDoorMKE.org

"Going out in the community and seeing where these books are needed and seeing firsthand the children getting the books and taking them home is really cool," Marie said.

As a yoga instructor, Beth led classes for children as part of special programming with the Mobile Library. She later taught a yoga class to expectant mothers in Next Door's Prenatal Services program and currently teaches yoga for Next Door staff as part of a mindfulness initiative.

One of the family's most heartwarming displays of generosity came in September 2018. The Majors came to Next Door to distribute 100 book crates for children in Next Door's home visitation program, helping them create a home library. Cazzy organized this plan for his Boy Scout Eagle project - sanding, painting and labeling each crate. He also organized a book drive, collecting 500 books for Next Door.

"It was a lot of work over the summer but it really felt like it was all worth it to see the kids so happy that day. It was better than I imagined it would be because the kids really seemed to appreciate it," Cazzy said.

We can't forget about Dad Sean who twice has turned his garage into a workshop to support his sons' Eagle Scout projects for Next Door.

We're so grateful for the Majors and their creative and loyal service to the children and families of Next Door!

Thank You to Our Donors

We deeply appreciate the generous gifts our donors have made to support Next Door's mission. We wish to recognize giving of \$500 and above between January 1 and December 31, 2018. This includes our Growing Circle — a group of loyal donors who give \$1,000 or more annually as well as regularly volunteer their time and advocate for Next Door in the community.

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\$100,000+

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\$50,000 - \$99,999

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PNC Bank Surprises Teachers!

Next Door teachers received a generous surprise from PNC Bank this year – a nearly \$8,000 gift card donation to fund classroom resources and projects through Donors Choose.org. PNC Bank partners with the online charity program to support early childhood education professionals across the country. The bank's Regional President for Wisconsin, Chris Goller, delivered the surprise, which also included several iPads for Next Door classrooms. We're so grateful to PNC Bank for allowing Next Door teachers to enhance the learning experience for their students.

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Milwaukee Bucks Star. Thon Maker. Promotes Childhood Literacy

He may tower over the children but they love it when he comes to visit! Thon Maker, with the Milwaukee Bucks, came to Next Door for four special family events in 2018. Each time, he read activities, and took pictures with families. These visits are all part of Maker's commitment to The Bucks also brought their mascot Bango and some of the Milwaukee Bucks Dancers for these special programs. Thanks to the team for creating children and families!



*Every effort has been made to ensure the accuracy of these lists. If you note an error, please accept our sincere apologies and inform the Development Office at 414,562,2929 x2551. Gifts are voluntary contributions made through non-government grants, event sponsorships and registrations, and annual and special gifts.

Rosalie and Tim Schaefer

Mr. and Mrs. James Ziemer

Brenda and Bob VanHimbergen

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Tribute Donations

Many donors make gifts in honor or in memory of those they care about. These gifts are a meaningful way to pay tribute to their values and to help children get a great start.

Mr. Steven D. Dubner

Dr. Kjersti E. Knox

Mr. Steve Mitzel

Mr. Matt Bartel

Swanson Family

In Honor of Ms. Pam Graf

In Honor of Ms. Bridget Gramms

In Honor of Ms. Kellen Gregori and

Drs. Paul S. and Susan Bernstein

Mr. and Mrs. Gordon H. Schroeder

In Memory of Mrs. Ellen Hoppe

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In Memory of Dr. William Katz

In Honor of Mary and Ted Kellner

In Memory of Mr. John Koenitzer

Mr. and Mrs. Paul McGhee

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Diane and Thomas Arenberg

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In Honor of George and Julie Mosher

Mr. and Mrs. Gregory C. Oberland

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In Honor of John & Lisa Wilson and Alexis Wilson

Mr. and Mrs. James P. Wilson



"K's for a Cause" Supports Next Door

The We Energies Foundation chose Next Door as the beneficiary of its 2018 "K's for a Cause" charity program. The foundation partnered with the Milwaukee Brewers and donated \$25 to Next Door for every strikeout by a Brewers pitcher at home during the season. The final tally of strikeouts was 750, which translated into \$18,750 to support Next Door's early childhood education programming. In September, our President, Dr. Tracey Sparrow, participated in a special check presentation on the field. We're so thankful for this generosity and recognition of our important work.

Legacy Society

We thank the many generous donors who have included Next Door in their estate plan. Legacy gifts help ensure that Milwaukee children have the opportunity for future success.

Al Keeley

Janice Klemz

Michael Klemz

Mary and Ted Kellner

Jim and Camilla Levin

Bob and Patty Long

Susan D. Mischler

Donald K. Mundt*

Joan Oppeneer*

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*deceased



2018 Walk For Children

Green Bay Packers Defensive Tackle, Mike Daniels, served as the Walk Leader for the 29th Annual Walk for Children. The special event raised nearly \$150,000 to support Next Door's critical early child education programs for central city families. This year's Walk also featured several new participants, including Discovery World's Kohl's Design It! Lab, Medical College of Wisconsin School of Pharmacy, and the Milwaukee Public Museum and Kohl's On the Move outreach program. A special thanks goes out to the Harley-Davidson Motor Company – the presenting sponsor of the Walk since it started in 1989.

Next Door Committees

Next Door is supported by a team of volunteers who serve on committees of our Board of Directors. These committees discuss initiatives and advancements that will lead Next Door long into the future. We thank our 2018 committee members for their significant contribution of time and expertise to our efforts.

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A Tribute to Jane Bradley Pettit

extraordinary charitable work in Milwaukee, BMO Harris Bradley Center. As part of the center's Gift Forward" campaign to honor Mrs. Pettit. Mrs. Pettit and her legacy foundation have The campaign culminated with the "Shine-On" Gala at the Bradley Center where leaders announced the community raised \$401,200 to be shared among the 16 organizations.



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