



GREAT BAY KIDS FY2026 ANNUAL IMPACT REPORT

Growing Bright Futures Together

Serving Seacoast New Hampshire Families For 59 Years





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A MESSAGE FROM OUR LEADERSHIP

Letter from Leadership

Dear Friends of Great Bay Kids,

This past year marked an inflection point for Great Bay Kids. As we closed our 59th year serving families across the Seacoast, we didn't just sustain our mission — we invested in it, deepened it, and set the stage for its next chapter. With our 60th anniversary now on the horizon in FY2027, that next chapter feels closer than ever.

From completing our first formal compensation study and putting funds back into the hands of the educators who show up for our children every day, to launching a Corporate Sponsorship Program and welcoming new voices to our Board, FY2026 was a year of intentional growth.

None of this happens without you — our staff, families, donors, and community partners.

Thank you for believing in what quality early childhood education can do for a child, a family, and a community.

We're proud to share this first Annual Impact Report as a record of that shared investment, and as an invitation to keep growing bright futures together.

With gratitude,

Anthony Panciocco

Anthony Panciocco
Executive Director

Danielle Colanto

Danielle Colanto
Board Co-Chair

Kaitlin DiStasio

Kait DiStasio
Board Co-Chair





OUR STORY

Who We Are

For 59 years, Great Bay Kids has been a trusted home for early childhood education across Seacoast New Hampshire. What began as a small community effort has grown into a multi-campus organization serving more than 400 children and families each year, and an estimated 24,000 children since our founding, without ever losing sight of the relationships at the heart of our work.

Our Mission

Great Bay Kids is a nonprofit organization dedicated to providing high-quality early childhood education that supports the healthy growth, development, and well-being of children and the families who love them.

To view our official mission statement, [click here](#).

Where We Grow

Two campuses, one community: Great Bay Kids serves children from birth through age 12 across our Portsmouth and Exeter campuses — Infant, Toddler, Preschool, and Pre-K classrooms, plus After-School care and full-day Summer Camp — so families never have to look elsewhere as their child grows.





EVERY AGE, EVERY STAGE

Our Programs

Great Bay Kids offers a full continuum of early childhood programming, so families can grow with us from their child's first year through the elementary school years.

Infant	Toddler	Preschool	Pre-K	Before/ After School	Summer Camp
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Our Approach

Every classroom from Infant through Pre-K follows **The Creative Curriculum**, a research-based, developmentally appropriate framework used by high-quality early childhood programs nationwide. It shapes how our teachers plan the day, set up the classroom, and respond to each child.

- Learning centers & interest areas — dramatic play, blocks, art, science, and literacy stations that let children explore and choose how they engage
- Ongoing assessment & portfolios — teachers track each child's progress through portfolio documentation, layered with periodic developmental screenings like the Ages & Stages Questionnaires (ASQ) to guide instruction and share growth with families
- Family engagement & take-home connections — regular communication and activities that extend learning from the classroom into the home
- Individualized, child-led planning — teachers build lessons around each child's interests and pace, rather than a one-size-fits-all approach
- Our After-School care and Summer Camp programs build on that same relationship-centered philosophy, with age-appropriate enrichment, active play, and homework support for school-age children



Great Bay Kids partners directly with community service providers to ensure every child gets the extra support they need to thrive and enter kindergarten ready to succeed. Rather than asking families to coordinate outside appointments, we bring services like occupational therapy, speech therapy, and early intervention support right into our classrooms. This on-site model removes barriers for families and allows our teachers to work alongside specialists, so support is woven directly into each child's daily routine rather than treated as a separate step.



OUR ROLE IN THE SEACOAST

More Than Childcare

Quality early childhood education is the quiet infrastructure a community runs on. When a child has a safe, nurturing place to learn, a parent can go to work, an employer keeps a valued team member, and the Seacoast economy stays strong. For 59 years, Great Bay Kids has been the foundation for more than 400 Seacoast families each year — serving children across the full age continuum, from infancy through age 12, so no family has to leave the workforce for lack of care.

Supporting Families and Employers

Every classroom seat at Great Bay Kids is also a parent able to hold a job, finish a degree, or grow a business. By offering reliable, full-day care from Infant through Pre-K, plus Before/After-School care and Summer Camp, we give working parents the stability to build their careers close to home. That stability ripples outward: local employers retain the talent they depend on, and the region keeps the young families it works so hard to attract.

A Growing Challenge

The need has never been greater — or harder to meet. Across New Hampshire, the average cost of childcare for two children reached roughly \$30,000 a year in 2025, up from about \$22,500 in 2017, while the state lost 120 licensed childcare programs over the same period, a 14% decline. Families now wait months, and sometimes years, for an open slot. For many young Granite Staters, these pressures weigh directly on whether they can afford to start a family or remain in the state at all.

Part of the Solution

Great Bay Kids exists to help close that gap. We direct 90.2% of every dollar to program services, bring support like occupational therapy, speech therapy, and early intervention directly into our classrooms, and invest in the educators who make quality care possible — because keeping skilled teachers is what keeps doors open for families. As we approach our 60th anniversary, our commitment is simple: to remain a place where Seacoast families can find safe, high-quality, and accessible care for generations to come.

This work reaches beyond our own classrooms. Great Bay Kids' real operating costs were among the local data that informed the Portsmouth Childcare Working Group's July 2026 report to City Council — a 90-day, cross-sector effort to confront the region's childcare shortage. Our Executive Director, Anthony Panciocco, has been in ongoing conversation with City Councilor Annie Hopkins, who helped lead that effort, about how Great Bay Kids can support practical, community-wide solutions. No single provider can solve this alone — but we intend to be at the table as the Seacoast builds the answer together.



FY2026 SNAPSHOT

FY2026 By the Numbers

A year of growth, measured in the people we employed, the meals we served, the families we served across every age — from infants to school-age campers — and the community that showed up for us.

Infancy – Age 12 Full Age Continuum Served	3 Locations - Portsmouth, Exeter, After-School	2 School-Age Programs — Before/After-School & Summer Camp
400+ Children & Families Engaged	167,578 Meals Served	132 Staff Members
84 Before/After-School Enrollment	83 Summer Camp Campers	70 Pre-K graduates Kindergarten ready
157 NH Gives Donors	\$16,145 Raised for Playground Investments via NH Gives	\$181K Additional Funding Invested in Staff Wages

90.2%
of Expenses to Programs

59
Years Serving Seacoast NH



OUR PEOPLE

Investing In Our Educators

Incredible teachers make strong early education programming possible. In FY2026, Great Bay Kids made its largest-ever investment in the people who make our mission real every single day.

\$181,000

Additional dollars invested in employee wages this year — on top of their regular annual review, informed by our first-ever formal compensation study.

Beyond the Paycheck

- Health, Dental & Vision insurance
- Retirement match to help build long-term financial security
- Ongoing professional development to strengthen classroom practice
- Life and disability Coverage
- Tuition discounts for staff members' own children
- Paid Parental Leave
- Career pathway and credential support
- Employee Assistance Program (EAP) for personal and family support
- PTO and paid holidays
- Meals provided during the workday

With 132 staff members across our campuses, this investment reaches deep into the classrooms and communities we serve — because when our educators thrive, our children thrive.

Nationally, childcare turnover runs 30 to 45% a year. Great Bay Kids' retention tells a different story, one built on consistency that's rare in this field: 42% of Great Bay Kids staff have been with us for 5+ years, including 28% with a decade or more of tenure.

“GBK admin and teachers went above and beyond to accommodate my son with special needs. We were going through a hard time, learning about his disabilities as he grew older, and GBK adapted with us, learning about his equipment and how to support him so he could continue to participate in the classroom. I am eternally grateful for the kindness they showed our family then and continue to do so now with our younger son. Kids thrive in the classrooms at GBK, and it’s a joy to be a little part of it at pick up and drop off each day.”

—Anonymous Parent, Exeter



COMMUNITY & FUNDRAISING

Community Impact & Events

FY2026 was a breakout year for community engagement — new events, a new sponsorship program, and a growing base of neighbors, businesses, and families showing up for Great Bay Kids.

NH Gives Campaign

150+ Donors • \$16,145 Raised

Our community rallied behind Great Bay Kids for this year's NH Gives campaign, with a generous matching gift from Single Thread Health Group helping every dollar go further.

Highlights Of the Year

- [Corporate Sponsorship Program launched](#) —5 new, sustainable partnerships with local businesses
- Charity Gaming Week at The Brook Casino in Seabrook, NH raised \$82,374.50 and included our first-ever Parents Night Out — a new, low-key way for families to get involved and give back
- Our annual Art Show showcased the creativity of Great Bay Kids children to the wider community
- A renewed Board recruitment initiative broadened the leadership base supporting our mission

Together, these efforts reflect a community that doesn't just support Great Bay Kids financially — it shows up.





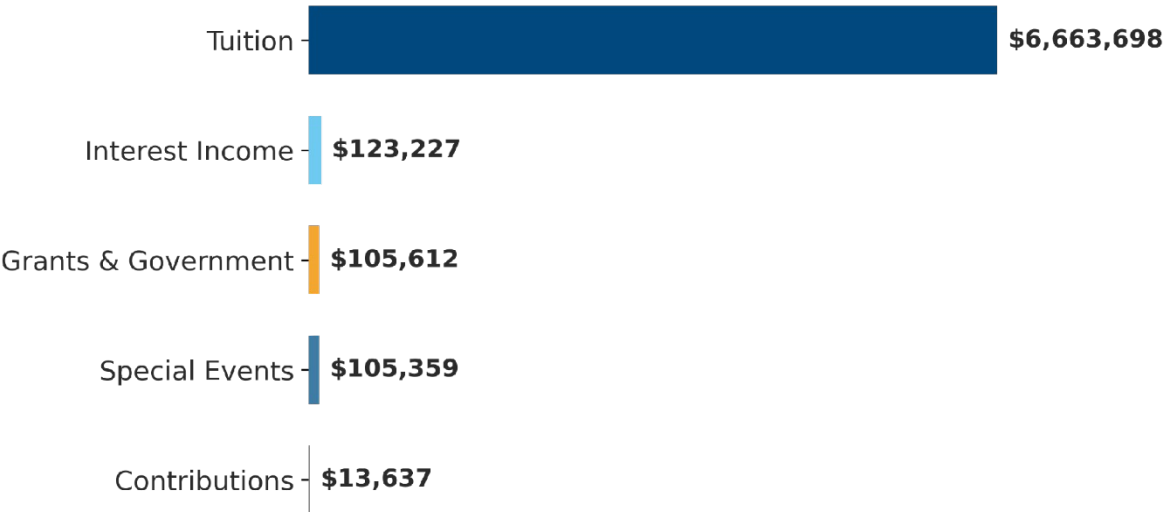
DONOR STEWARDSHIP

Financial Stewardship

Great Bay Kids is committed to the responsible, transparent stewardship of every dollar entrusted to us — by families, donors, and grant partners alike. Here's how FY2026 added up.

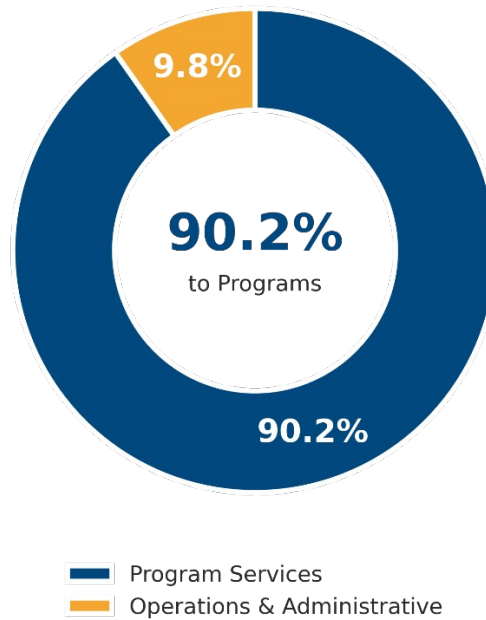
\$7.01M Total Revenue & Support	\$6.56M Total Expenses	+\$453K Change in Net Assets
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FY26 Revenue by Source • Total: \$7,011,532



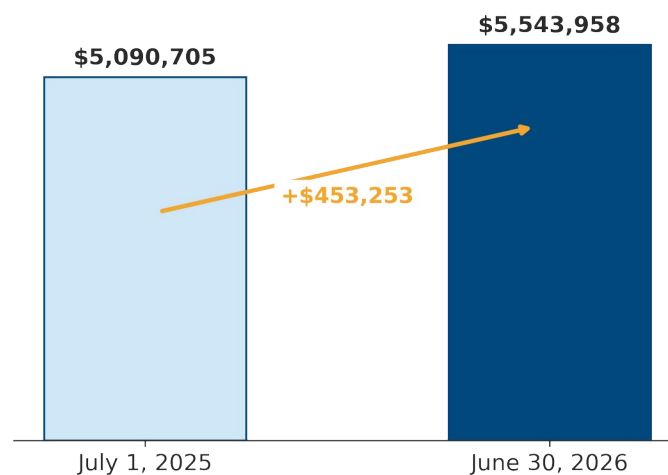


How Every Dollar Was Invested



Great Bay Kids directed **90.2%** of every dollar spent in FY2026 **directly to program services** — *childcare and education* — well above the benchmark sector most funders look for.

Net Assets: Growing Stronger



Net assets grew from \$5,090,705 to \$5,543,958 over the fiscal year, strengthening the financial foundation that lets Great Bay Kids plan confidently for the future. That foundation has also enabled meaningful long-term investment in the organization — including in real estate. Many may not know that Great Bay Kids owns the Exeter building we built in 2010, and at the end of 2025 we moved to purchase the Pease building we operate



from in Portsmouth — deliberate steps to solidify our roots in the communities where we live and work. That same stability positions us for the facility and program investments ahead, described in Looking Ahead. A complete, audited financial statement is available upon request.

Why Your Support Matters

A strong balance sheet is not the same as money waiting to be spent. All of Great Bay Kids' net assets are unrestricted — we hold no donor-restricted funds — so every dollar, including each gift we receive, is directed entirely toward our mission as needs arise. A meaningful share of those assets is held in long-term form — the campuses and facilities our children use every day — and in the reserves that keep our doors open through changes in enrollment, funding, and the wider economy. These are the foundations of a stable organization, not dollars available to spend twice.

That stability is exactly what makes philanthropy so powerful. Responsible stewardship gives Great Bay Kids the margin to invest rather than simply get by — and donor support is what stretches each year further: our largest-ever investment in educator wages, occupational, speech, and early-intervention services brought directly into our classrooms, improved playgrounds, and high-quality care kept within reach of families at a time when the cost of childcare has never been higher. Every gift is reinvested in that mission — translated into stronger teacher retention, better spaces, and care that more families can afford. Your support is what turns a stable organization into a growing one.



WITH GRATITUDE

Our Supporters

Great Bay Kids' FY2026 was made possible by the generosity of many individuals, businesses, and organizations across the Seacoast. Thank you to everyone listed below — and our dedicated anonymous contributors whose quiet support strengthened our mission this year.

Presenting Match Sponsor

Single Thread Health Group — NH Gives Match Sponsor

Corporate Sponsors



Event & In-Kind Supporters

The Brook Casino — Charity Gaming Week Venue Partner

Paddy's Bar & Grill, Chick-fil-A, Dunkin' Donuts (operated by The Salema Group), Celeste Talent

150+ Individual NH Gives Donors

Andrea Adams, Ashwini Agnihotri, Sandra Allen, Carrie Anderson, Claire Apkarian, Catherine Armstrong, Kaylee Bate, Nichole Bean, Steven Beattie, Jen Begasse, Conor Bell, Corey Bell, Diane Berky, Timothy Berky, Christopher Bianco, Jessica Bird, Kathryn Black, Lacey Blake, Peter Blatus, Rachel Blidberg, Mary Bluemle, Breana Borer, Louisa Boucher, Chelsea Bourbeau, Pat Bourque, Janis Brenner, Leslie Brenner, Michael Briskie, Lauren Burdett, Chelsey Carpenter, Timothy Carpenter, Jayne Cartlidge, Stefanie Casella, Valerie Charrel, Maddie Cleary, Eric Coffin, Jacob Cohen-Holmes, Danielle Colanto, Nicholas Colanto, Helen Coletti, Brittany Conlon, Thomas Couture, Thomas Cronin, Elizabeth Cuerdon, Nicole Cuerdon, Marta Robinson Day, Megan Day-Lewis, Margaret Desclos, Kaitlin DiStasio, Susan DiStasio, Arielle Dragonas, Caitlin Farmer, Kelsi Farmer, Kim Fitzpatrick, Whitney Gagnon, Emily Gaudette, Austin Gerchman, Hanna Gilroy, Kathryn Gonsalves, Jennifer Grace, William Gray, Priyanka Greene, Victoria Greene, Stefani Torres Grover, Derrick Hancock, Ashley Harkins, Kelly Hoefle, Alexandra Horne, Kirsten Howard, Audra Indelicato, Eric Jones, Lauren Kacmarcik, Jennifer Keefe, Laura Knott, Alex Koulet, Heather Krans, Timothy Kratt, Jessica Kurylak, Anthony Labrecque, Sophie LaChance, Angela Lamondy, Jessica Lannay, Shalyn LaPage, Tammy Lennon, Christina Lentz, Barbara Levenson, Jacqui Lewis, Brooke Lubrano, Kristin Lyons, David Mahony, David Malloy, Dianne Marchand, Margaret Marchand, Tom Martin, Megan Matejik, Sheila McGrath, Patricia McKenna, George McMurdy, Meghan Mezquita, Mary Ann Michaud, Kathryn Miller, Brendan Moore, Jessica Morrissey, Shannon Mulligan, Matthew Nania, Catherine Nickerson, Valerie OBrien, Alana OConnell, Robyn Pagluica, Ken Panciocco, Rebecca Pare, Jonathan Parry, Amanda Patterson, Julia Phelps, Sarah Picco, Tricia Pimentel, Joanne Piracini, Dustin Powell, Carolyn Pritchard, Ana Liz Rivera, Briana Rizzotti, Meghan Ryan, Michael Sanders, Stephanie Santos, Amy Schettini, Robyn Sealock, Nitish Sharma, Andrea Sheldon, Alexander Silva, Shari Simes, Madison Sweeney, Rebecca Throop, Linda Tibbetts, Erin Tyler, Marrielle Van Rossum, Alexandra Vega, Carol Vila, Jayne Wagner, Kerrie Weir, John Westerman, Leigh White, Michael Windy, Gwen Wiscourt, William Yacavoni, Stephanie Zepeda

Interested in joining this list next year? See page 14 for ways to partner with Great Bay Kids in FY2027.



LEADERSHIP & OVERSIGHT

Governance

Strong governance underpins everything Great Bay Kids does. FY2026 brought meaningful change to how our organization is led and structured for the long term.

New Leadership Team

FY2026 brought significant leadership transitions across the organization. Great Bay Kids welcomed a new Executive Director to guide the organization's next chapter, along with a new Finance Manager and a new Finance Associate — strengthening both day-to-day leadership and financial oversight behind our mission.

New Board Co-Chairs

The Board of Directors welcomed two new Board Co-Chairs this year, part of a broader recruitment strategy to diversify the skills, perspectives, and community connections represented on our Board — ensuring our leadership reflects the families and community we serve.

Board Development: Strategic Offsite

The Board invested in its own growth with a half-day strategic offsite, facilitated by a highly experienced consultant from the YMCA — enhancing the Board's focus on long-term strategy and effective governance.

Stronger Committee Structure

Board committees were reorganized to sharpen focus and accountability across finance, governance, and programs, strengthening oversight across the organization.

Long-Term Sustainability

Every governance change this year was made with one goal in mind: positioning Great Bay Kids for durable, sustainable impact as we approach our 60th anniversary in FY2027 and beyond.

2026-2027 Board of Directors

- | | | | |
|---------------------------------|------------------------------|------------------------------|------------------------------|
| ● Danielle Colanto,
Co-Chair | ● Kait DiStasio,
Co-Chair | ● Kelly Hoefle,
Treasurer | ● Priya Greene,
Secretary |
| ● Leigh White | ● Allen O'Brien | ● Lacey Blake | ● Steve Leroux |



WHAT'S NEXT

Looking Ahead to FY2027

FY2026 built momentum. FY2027 is about carrying it forward — for our children, our staff, and our community. It's also a milestone year: Great Bay Kids turns **60 years**.

Celebrating 60 Years in FY2027

FY2027 marks six decades of Great Bay Kids serving Seacoast New Hampshire families. We're already planning ways to celebrate this milestone with the community that made it possible — stay tuned.

Revamping Our Strategic Plan

With new leadership at the helm and a refreshed Board, FY2027 is the right moment to revisit and update Great Bay Kids' strategic plan — ensuring our roadmap reflects where the organization is today and sets a clear course as we begin our next 60 years.

Playground & Outdoor Spaces

Planned capital investment in new playground equipment at our Portsmouth and Exeter campuses, plus a new Exeter infant playground — giving children safer, more inspiring places to play.

Campus Safety: New Security System

A planned investment in a new security system across our campuses, strengthening safety for the children, families, and staff who spend their days with us.

Staff Engagement Initiatives

Building on this year's compensation study, planned increased contributions to teacher benefits join other initiatives aimed at retention, recognition, and professional growth for our educators.

Community Partnerships & Continued Fundraising

Strengthening ties with local businesses, civic organizations, and fellow nonprofits to multiply our impact across the region. Growing NH Gives participation, expanding the Corporate Sponsorship Program, and deepening our base of individual donors.

Strategic Growth

Exploring opportunities to serve more Seacoast families while protecting the quality and ratios that define a Great Bay Kids classroom.



IN CLOSING

Thank You

"Growing bright futures together isn't just our theme this year — it's our promise to every child, family, and community member who invests in Great Bay Kids."

— Great Bay Kids Leadership

Whether you're a parent trusting us with your child's earliest years, a donor investing in our mission, a staff member showing up with heart every day, or a community partner opening new doors — thank you. FY2026 belongs to all of us.

Get Involved

- Donate: [Donate Here!](#)
- Volunteer: www.greatbaykids.org/volunteers
- Corporate Sponsorship: www.greatbaykids.org/corporate-sponsorship
- Follow our story: [Facebook](#) [Instagram](#) [LinkedIn](#)

Contact Us

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