


2025 Impact Report



For the *Bright Horizons Foundation for Children*®, 2025 was a year defined by engagement, impact, and renewed momentum. We advanced our mission to create safe, nurturing, and joyful spaces for children and families to learn, play, and grow. Even more of our **Bright Horizons**® family was engaged with our work, making a tangible difference in our communities. The Foundation's success this year was powered by the unwavering partnership of our employees, centers, home office teams, and nonprofit collaborators — not to mention the families, clients, and vendors who are part of our extended family. Together, we strengthened communities, supported colleagues when they needed it most, and expanded our reach in ways that truly inspire.

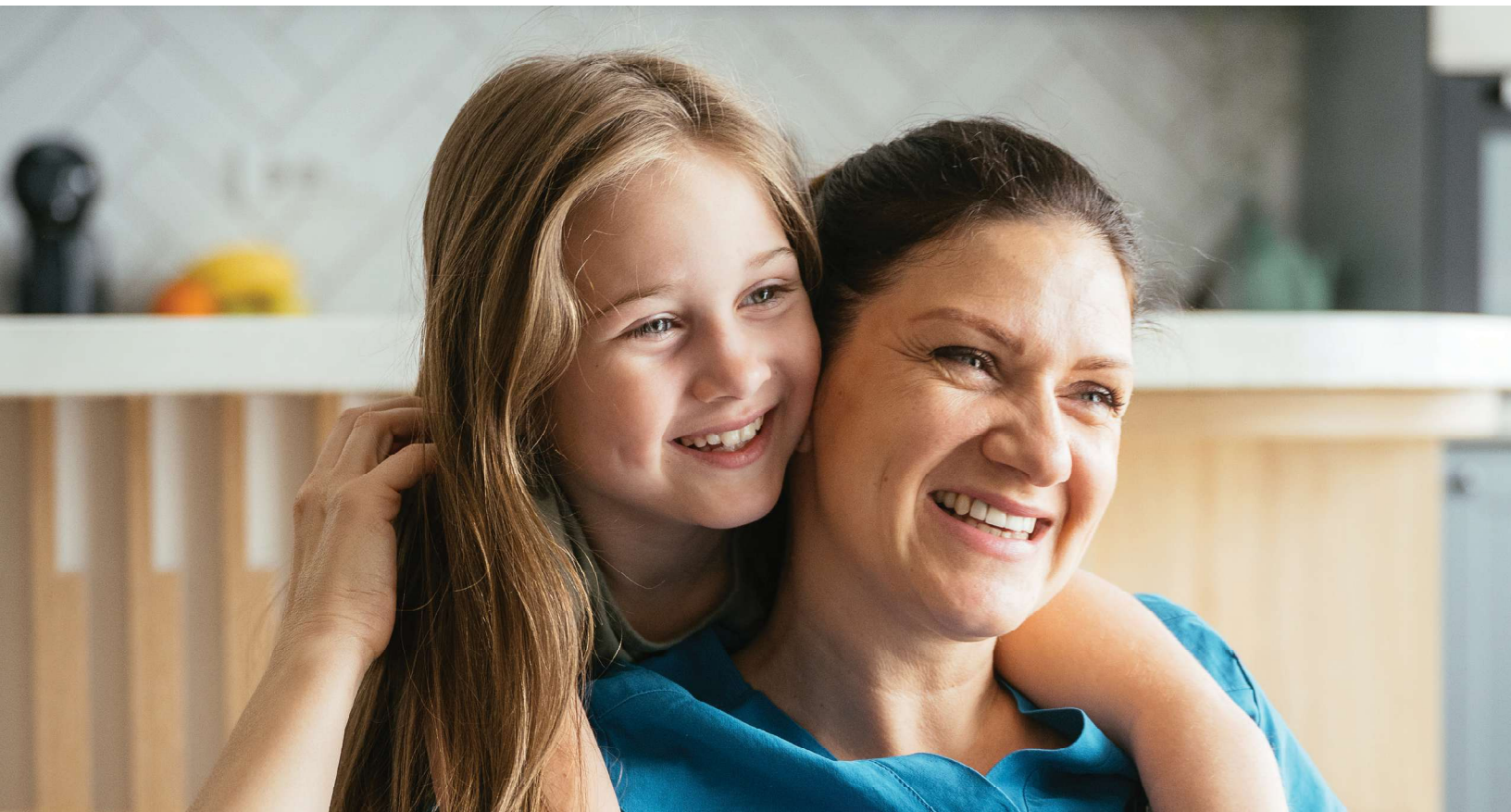
On behalf of the Foundation, our staff, and partners, I am truly inspired by the impact our extended Bright Horizons family continues to make in the communities where we live and work.

With heartfelt gratitude,



Yvonne Lynch

Foundation President and Board Chair



2025 executive summary



Impact on children and families

Bright Spaces

- ▶ 10 new spaces opened; 18 renewals
- ▶ 100% of partners report more welcoming environments for children



Employee community engagement

Gleason Volunteer Grants

- ▶ 2,000+ volunteer hours recognized
- ▶ 64 grants awarded

Brightening Lives Activities

- ▶ Impacting more than 1,600 lives in our communities



Community literacy impact

Growing Readers Book Drive

- ▶ 41,000+ books collected
- ▶ 166 book drives
- ▶ 125 nonprofit partners supported



Support for colleagues

Employee Relief Fund

- ▶ 142 grants awarded
- ▶ \$133,000 in direct assistance for colleagues after catastrophic events



Robust fundraising

Team Fundraisers

- ▶ 140+ center/department FUNdraisers
- ▶ \$120,000 raised

Golf Tournament

- ▶ Most successful to date, over \$200,000 raised

Creating welcoming spaces for children and families

In 2025, we proudly grew and enriched our *Bright Spaces*® network — our signature initiative that transforms environments for families navigating homelessness, trauma, and other obstacles. Each new or renewed space reflects our belief that every child deserves a place filled with comfort, dignity, and hope.

10
new
Bright Spaces

opened, each designed to offer comfort, stability, and opportunities for play and healing.

18
Bright Spaces
renewed

ensuring that existing spaces remain vibrant, engaging, and developmentally enriching.

100%
partner agencies

that responded to our annual survey reported that these investments made their spaces more welcoming for children.



Since inception, the Bright Horizons Foundation for Children has proudly created a total of **460 Bright Spaces** across the country, serving more than **130,000 children and families annually**. These outcomes highlight the critical role Bright Spaces play in strengthening community-based services and helping children feel safe, supported, and ready to thrive.

Bright Spaces spotlights



York Street Project – Jersey City, NJ

In June 2025, six unique Bright Spaces opened at The York Street Project in Jersey City, which provides comprehensive services to nearly 400 women, children, and families, providing them with the tools they need to begin their journey toward a life of self-sufficiency. For **Rachel Szemple**, Assistant Director at the River School Warren Center, this project represented a full-circle moment. Nearly 20 years ago, Rachel and her young daughter, Hailey, received support from the York Street Project. Special thanks to Regional Manager **Beverly Basham** and the Division 1 team for bringing this special project to life.



Tufts Medical Center NICU – Boston, MA

In October 2025, a family gathering room and reading nook opened at the Tufts Medical Center NICU. When Center Director, **Amanda Purcell**, faced the reality of her newborn's extended NICU stay, the Bright Horizons family rallied together. Led by Regional Manager **Terri Hernandez** and Client Relations Director **Jennifer Yarbrough**, their team created a comforting space for families during critical moments. Their work even included a book drive.

“Funding and creating this Bright Space has truly been a team effort across our D8 community. It’s a testament to the power of connection, compassion, and collaboration.”

– Terri Hernandez, Regional Manager, Bright Horizons at Tufts Medical Center



Mobilizing employees to strengthen communities

Employee engagement remained a cornerstone of our success in 2025, helping advance our mission and fueling transformative acts of service in communities across the country.

VOLUNTEERISM & LOCAL IMPACT

Gleason Volunteer Grants

This program provides monetary contributions to nonprofit organizations where Bright Horizons employees regularly volunteer.

In 2025, **Gleason Volunteer Grants** honored more than 2,000 volunteer hours dedicated by our employees to organizations and causes close to their hearts.



IMPACT SPOTLIGHT

Jennifer Porzio has been volunteering regularly with our Bright Space partner, Good Shepherd Community Care. Jennifer and her IT colleagues set up the Bright Space — and she hasn't stopped making an impact since! From fundraisers to events, Jennifer continues to give her time to Good Shepherd, earning a Gleason Grant for them.



“

I am incredibly grateful for the support provided through the Gleason Grant, which has helped Urban Outreach to expand its 'Readers to Leaders' Initiative. This program aims to uplift and empower children in low-income communities by providing educational, emotional, and social support in a nurturing environment outside of school. Through 'Readers to Leaders' volunteers like myself work closely with children to build their reading skills and foster a love for reading. It's been so rewarding to witness the positive impact on the children's confidence and enthusiasm for books.”

— Marabella Arenas,
Gleason volunteer
grant recipient

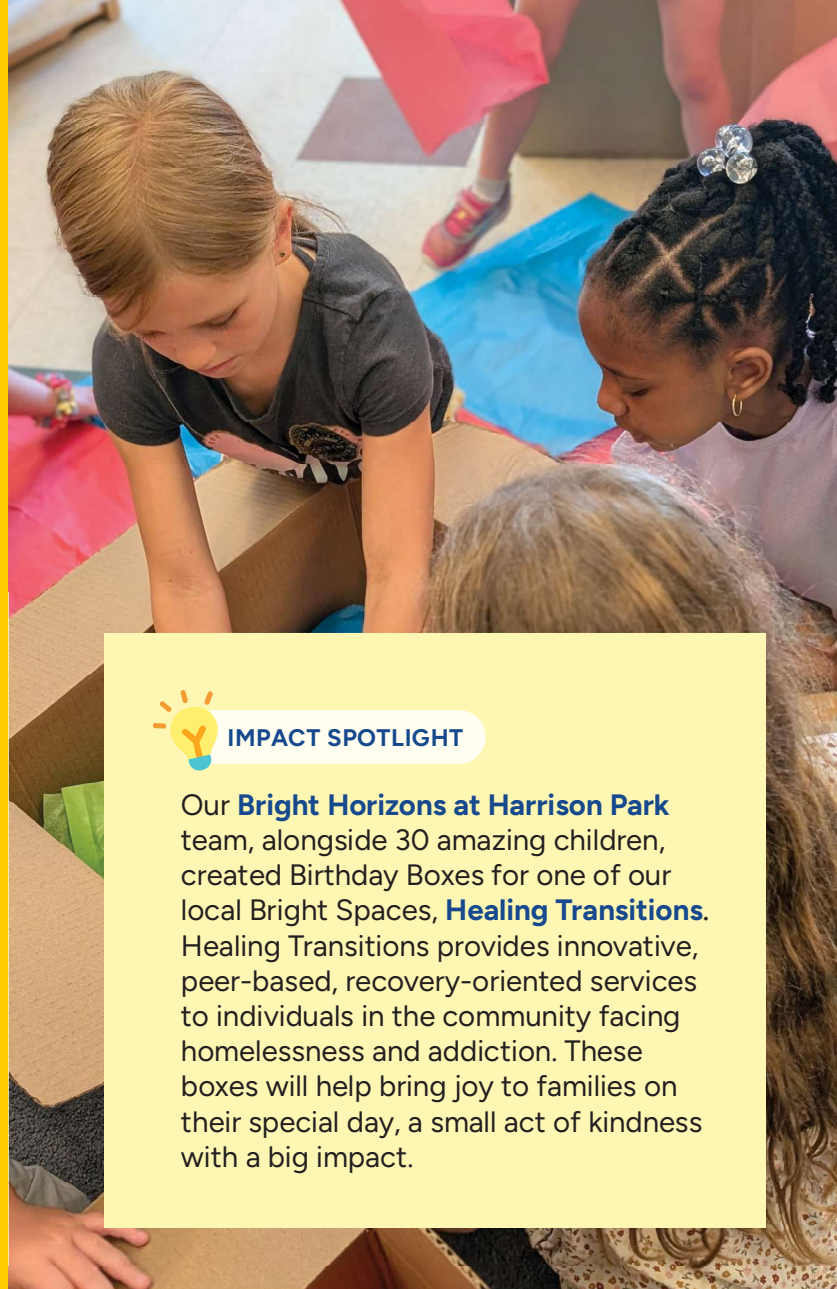
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VOLUNTEERISM & LOCAL IMPACT

Brightening Lives Activity Grants

Brightening Lives Activities (BLAs) are fun hands-on service projects that directly support children and families in Bright Spaces or other local nonprofit agencies, connecting our employees with the needs of the local community. When financial support for the activity is needed, teams can apply for a BLA grant.

In 2025, BLA grants reached and impacted **more than 1,600 lives**, empowering teams to create immediate, hands-on change where it's needed most in their communities.



IMPACT SPOTLIGHT

Our **Bright Horizons at Harrison Park** team, alongside 30 amazing children, created Birthday Boxes for one of our local Bright Spaces, **Healing Transitions**. Healing Transitions provides innovative, peer-based, recovery-oriented services to individuals in the community facing homelessness and addiction. These boxes will help bring joy to families on their special day, a small act of kindness with a big impact.



IMPACT SPOTLIGHT

Each year, our **EdAssist Consumer Services** team gathers to create welcome gift bags benefitting the **Wily Network Scholars**. The Wily Network serves students overcoming systemic barriers to earn a four-year degree.

These initiatives demonstrate how deeply Bright Horizons employees believe in extending their impact beyond the workplace, by sharing their skills and talents to deepen nonprofit partnerships and make a difference in their communities.



Did you know?

Books are over **60% less likely** to be found in under-resourced homes?


Research shows that the most effective way to improve reading achievement is to increase access to print.

Growing Readers Book Drive: engagement at scale

Our most ambitious engagement initiative of the year — the Growing Readers National Book Drive — was a standout success, demonstrating what can happen when our entire Bright Horizons community rallies around a shared mission. Created in partnership with our colleagues from the Bright Horizons Education & Development team, in recognition of the Growing Readers program's 25th anniversary, we far exceeded our initial goal of 25,000 books collected and redistributed to local nonprofits.

- ▶ More than **41,000 books** collected across **166 separate book drives**
- ▶ **125 nonprofit partners** supported
- ▶ **Bright Spaces prioritized** in distribution — ensuring children with limited access to literacy resources received high-quality books.
- ▶ Participation from **centers, families, corporate teams, and community partners**

This initiative showcased what is possible when mission and action align. The scale of participation — and the reach of the impact — illustrated the collective power of our Bright Horizons community to bring learning, joy, and imagination to tens of thousands of children who need it most.

 **IMPACT SPOTLIGHT**

Seattle Truck Day and Book Drive

In June, our Seattle-area Bright Horizons centers came together for a fun and meaningful Truck Day community event! Families were encouraged to bring at least one book to contribute to our book drive. Many local centers also hosted their own drives in the lead-up to the event.



The result?
Over 1,500 books donated to the children at our community partner, Mary's Place.



SUPPORTING OUR OWN

Employee Relief Fund

The heart of Bright Horizons is especially evident through the **Employee Relief Fund**, administered by the Foundation, which provides compassionate support during life's most difficult moments. In 2025, we continued to uphold our commitment to our Bright Horizons family, providing direct financial assistance during unexpected crises.

- ▶ **142 grants** awarded
- ▶ **\$133,000 in direct assistance delivered**, including \$46,000 to colleagues impacted by the California wildfires in early 2025

These grants helped colleagues navigate natural disasters, unexpected emergencies, and personal hardships — serving as a powerful reminder of the strength and unity of our Bright Horizons family.

“

Thank you so much. This is a wonderful blessing for our family during a chaotic time. I'm so appreciative.

”

– Employee relief fund grant recipient

FUNdraising to support our programs

At Bright Horizons, we believe that making a difference should be engaging and fun! Our Bright Horizons colleagues continue to inspire us with their innovative ideas; from bake sales to art auctions, charity runs to penny wars, there is no shortage of fun and exciting ways our Bright Horizons family supports the Foundation's programs.

More than **140 center/department FUNdraisers** were held across the country, raising more than \$120,000 in total.

Lemonade stand

Bright Horizons
at Boston Scientific



Pumpkin silent auction

Bright Horizons
at Norwell



Art family auction

SAS Institute
Montessori Preschool





The Bright Horizons Annual Golf Tournament had its most successful event yet – raising more than \$200,000 for the Foundation in one fun-filled day.

Special thanks to the 2025 golf tournament's top sponsors:

BENEFACTOR SPONSOR



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Members of the **Bright Horizons Golf Tournament** committee at the 2025 event



Help us to continue making an impact.

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

On the horizon

The achievements of 2025 reflect both the heart and the reach of the Bright Horizons Foundation for Children. Through the expansion of Bright Spaces, robust employee engagement, transformative literacy efforts, and meaningful colleague support, we are building a future where every child — and every community — has the opportunity to thrive.

As we look to the year ahead, we are energized by everything we accomplished and are inspired by the impact still to come. Together with our colleagues on the Bright Horizons' Culture and Employee Experience team, as well as our many stakeholders and collaborators, we look forward to deepening that impact by engaging more of our colleagues in our important work and providing even more meaningful resources to our community partners.

We are grateful for every partner, volunteer, donor, and Bright Horizons family member who help bring our mission to life.

You're the difference.

Who we are

Since 1999, the Bright Horizons Foundation for Children has been giving back to the communities where our Bright Horizons employees live and work. Tens of thousands of our employees have made a difference in the lives of hundreds of thousands of children and families facing crises — through volunteer projects, grants, and our signature program, Bright Spaces.

Our vision

A better world in which all children, families, and communities have the opportunity to thrive.

Our mission

To support children and families by connecting the skills and talents of our Bright Horizons family to the needs of our local communities.



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

brighthorizonsfoundation.org



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for Children.