



ECPAC

EARLY CHILDHOOD PARTNERSHIP
OF ADAMS COUNTY

ANNUAL REPORT

2020 -2021

The Early Childhood Partnership of Adams County is **cultivating an effective early childhood ecosystem** for children from prenatal through the transition into kindergarten and their families in Adams County.

VISION

All children and their families are valued, healthy, and thriving.

MISSION

Building a community where every young child and their family can reach their full potential.

ECPAC'S ULTIMATE GOAL:

All Adams County children enter school healthy and ready to learn and succeed.

The following individuals and organizations support ECPAC's ultimate goal by serving on the Board, one or more of ECPAC's collective impact action teams or committees, the quarterly ECPAC Advisory Council or have otherwise contributed to ECPAC's overall mission.

A New Generation
A Precious Child
Adams 12 Five Star Schools
Adams 14 Schools
Adams County Government
Adams County Human Services Department
Almost Home
Anythink Libraries
The Arc of Adams County
Aurora Housing
Aurora Public Schools
Be the Agenda
Bell Policy Center
Bright Horizons
Brighton Housing Authority
Bundles of Babies
CASA of Adams and Broomfield Counties
Centura Health
Child Care Innovations
Children's Hospital Colorado
City of Brighton
City of Commerce City
City of Federal Heights
City of Northglenn
City of Thornton
City of Westminster
Clinica Family Health

Colorado School for the Deaf and the Blind
Colorado Children's Campaign
Cold Weather Care
Community Reach Center
Cultivando
Community Uplift Partnership (CUP)
DentaQuest
Developmental Pathways
Every Child Pediatrics
Family Tree
FISH of Commerce City Food Bank
Florence Crittenton
Front Range Community College
Goal Academy
Goddard Reunion and Thornton
Growing Home
Adams County Head Start
Hope Montessori
Invest in Kids
Kaiser Permanente
Kempe Center
Kids First Health Care
Kids in Need of Dentistry (KIND)

Little Giants
Maiker Housing Partners
Mapleton Public Schools
Metro Denver Homelessness Initiative
Mile High United Way -211
Mountainland Pediatrics
MSU Denver Early Family Literacy
New Legacy Charter School
North Metro Community Services
North Suburban Medical Center
Our Saviour Lutheran Church
PASCO (Personal Assistance Services of Colorado)
Peak Pediatrics
Rocky Mountain Partnership
School District 27J
Step-by-Step Child Development Center
Sweet Pea Center for Early Learning
Tri-County Health Department
University of Colorado - Denver
Westminster Fire Department
Westminster Public Schools

PARTNERS

LISA JANSEN THOMPSON
Executive Director

CYNDI CARGILL
Director of Finance and Operations

STEPHANIE HENDERSON
Director of Child and Family Health and Wellbeing

RACHEL HUBBARD
Director of Early Learning

JEAN CIMINO
Manager of Grants and Funding

SALLY WERTZBAUGHER
Administrative Assistant

Early Care and Education Coaches:

NICOLE GONZALES
(also Professional Development Coordinator)

JACKIE SLOAN HEE

SHELLEY JICHA

ALISHA MULLINS

SUE LOHMILLER

TONI GREEN
Early Care and Education Coach and Outreach Specialist

Family Support Specialists:

MELISSA SANTIZO

CINDY RODRIGUEZ

ECPAC staff hired by partnering agencies:

MARTHA DE LUNA
Care Navigator
(hosted by North Metro Community Services)

ALIX HOPKINS*
Nurse Manager, Tri-County Health Department

JULIA BRINK*
Quality Improvement Program Coordinator, Child Care Innovations

KAYLIE WEESE*
Family Partner

DREW O'CONNOR*
Deputy Director, Maiker Housing Partners

VINCE TRUJILLO*
Local Business Owner

CARRIE MORRIS
Director, North Metro Community Services

ELBA AYALA
Family Partner

KRISTEN MOREL
Director, Early Education, Mapleton Public Schools

KRISTIN VOLLMAR
Owner, Sweet Pea Center for Early Learning

JAZMINE ANAYA
Family Partner

CANDICE LEIMKUHNER
Director, Community Reach Center

NICOLE KINNEY
Head Start Family Services Manager, Adams County Human Services

MITZI HICKS
Growing Home

JACQUELINE QUIROZ
Family Partner

OBI EZEADI
Community Partner

* Indicates Executive Officer

BOARD OF DIRECTORS

STAFF

SYSTEMS

The Early Childhood Partnership of Adams County (ECPAC) is cultivating an early childhood ecosystem, where **every child and family** in Adams County has **equitable access** to the **high-quality** and **affordable** services and supports they need to thrive. This requires **whole community collaborative impact by partnering** with everyone who has an impact on a child's life in their first five years and beyond, including those who **care for children**, those who **support children**, those who **teach children** and those who **invest in children**. Together our work **strengthens the connections** between these groups, **fills the gaps** in resources and **increases the quality** of care, services, support and education for children and families. When we **invest in early childhood as a whole community**, we create better outcomes for **each child, each family, our community and our state**.

Research shows that from birth through age five, a child's brain develops more than at any other time in life. When children and their families have **equitable access to high-quality services**, they are **better prepared for kindergarten, do better in school** and are **healthier** throughout their lifetime. While parents are working hard to support their children, **no single person or organization** can provide everything a child needs to be healthy, to learn, to succeed in school and to thrive in the long term.

"I would like to express my thanks and gratitude for ECPAC's continued leadership and your effort to continue to envision a more equitable and inclusive reality as we continue to move forward in partnership to reach more progressive solutions."
— ECPAC Partner

"I joined ECPAC to help me be more a part of my community...Even though I am 'just' a stay-at-home mom, I am valued." — Family Partner

ECPAC helped to lead Strategic Action Teams made up of cross sector community partners and family partners to focus on:

- **Child Maltreatment Prevention,**
- **Access to Affordable High-Quality Early Care and Education,**
- Increasing capacity for the **Early Care and Education Workforce,**
- Strengthening shared accountability between affordable **Housing and Education** systems, and
- Strengthening **Commerce City Services Alignment** towards the development of a Commerce City Community Campus.
- ECPAC supports additional collaboratives focused on home visitation, families impacted by substance use, and improved referral processes.

ECPAC's system and policy efforts contribute to deep and long-term impact. We officially advocated for 21 policy/funding requests at a Federal (6), State (14), and County (1) level, which supported policies and funding to support ECPAC's 3 priorities of our [Policy Agenda](#)

- 1) Authentic Family/Community Engagement,
- 2) Early Learning, and
- 3) Thriving Community.

Towards reducing disparities that exist for families to access affordable and high-quality services, ECPAC developed an [Equity Impact Statement](#) to guide decision making at all levels and offered 5 training opportunities for community partners to further support more equitable practices.

FAMILY ENGAGEMENT

We include **parents and families** in all of our work because they are a child's most important caregivers, supporters, teachers and investors. Towards this end, ECPAC has included objectives in the new [2020-2023 Strategic Plan](#) to increase **family voice and community engagement** within early childhood systems and discussions to specifically increase **family voice and community engagement** within early childhood systems and discussions and to create accessible and equitable opportunities for families to share their experiences and co-design/guide decisions through shared decision making/power.

This year, ECPAC prioritized **Authentic Stakeholder Engagement and Leadership** as a top guiding principle in the newly developed [Equity Impact Statement](#) to guide decision making at all levels. As a result, when making decisions, ECPAC will ensure community/family members have equitable opportunities to authentically and actively engage in solutions that impact their community. Particularly people of color and other marginalized groups, and those most adversely affected by relevant issues are engaged in planning, implementation and evaluation of decisions that impact the key areas noted above. Stakeholder engagement represents our community.

With this guiding principle in decision making adopted this year, ECPAC is developing strategies to be more fully prepared and structured to ensure success.

ECPAC is working closely with Growing Home and Maiker Housing Partners along with community/family partners from each of our organizations to design a training program (name to be determined) that is community driven and meets the needs of those living in southwest Adams County. The purpose of the program is to increase knowledge, advocacy skills and engagement in systems and policy related discussions and decisions. One of the priorities identified by this group is working together on issues related to affordable housing - specifically as it relates to local decision making.



With this in mind, ECPAC integrated the priority of authentic family engagement and leadership into our [Policy Agenda](#) with a commitment to support both internal and external policies that lead to the following outcomes:

- Family members are adequately supported and compensative for their time and contribution.
- Family members are provided a variety of opportunities to authentically contribute.
- Family members' experiences are culturally and linguistically meaningful.

ECPAC continues to utilize its Family Engagement and Leadership Framework that recognizes the importance of providing engagement and leadership opportunities along a continuum to allow for families to participate at levels they are able to and feel most comfortable participating.

This year ECPAC was fortunate to have:

- 11** Family partners engaged in Action Teams, with **6** being new to ECPAC.
- 4** Participating as members of the ECPAC Governing Board.
- 380** Families provide input via survey.
- 9** Additional families participate in listening sessions.

EARLY LEARNING

ECPAC is committed to the outcome that preschool and childcare options are more abundant than ever before, supporting improved kindergarten readiness and increased options for family stability. Towards this end, partners convene to **support increased availability of and equitable access to quality preschool and childcare** programs, through efforts to increase funding, family-supportive policies, and workforce development and strengthening opportunities. This includes paying close attention to looking where programs are and are not available across the county, the distribution of quality rated programs, how many programs accept the Child Care Assistance Program, which supports families with low incomes to work or pursue their education.

ECPAC employs high quality Early Care and Education (ECE) Coaches to work closely with programs providing childcare and preschool in center, school, and home-based programs, on supporting business practices towards sustainability, improving quality of care and early education, partnering with families, and increasing the professional learning and development of staff. The ECPAC coaching team provides support that values relationship-based practices allowing for and encouraging high quality interactions between the coach, the provider and the children in care.

ECPAC additionally employs staff who are dedicated to supporting emerging programs in becoming licensed and current programs in expanding their capacity of care. Recognizing that Adams County has only one childcare slot for every 3 children under five with all parents in the workforce,

increasing availability is critical. With Universal Preschool coming in Fall 2023, this becomes even more important. Through focused outreach, pre-licensing and with support for expansion of programming, ECPAC supported 18 providers this year with 14 of these individuals/programs supported to become a licensed program in Adams County. Of the 14, two are now licensed and providing care to young children in their home. Eleven of the 18 programs supported are working towards expanding capacity with funding from a grant from the Colorado Department of Human Services - Office of Early Childhood. With the support from ECPAC and an abundance of available funding, these emerging and expanding programs will allow for around 120 new childcare slots.

In partnership with the North Metro Small Business Development Center (NMSBDC), ECPAC was able to promote high-quality early care and education strong business practices this year. Through an intensive seven-week course, ECPAC collaborative coaching support, and individual consultation by a NMSBDC member, 45 home and center-based providers were trained in the Leading Edge/ Strengthening Business Practices curriculum in Adams County. One participant noted, "There was lots of great information for me as a small business owner and helpful information on things I didn't even realize were options/decisions I need to look into to protect myself as well as my business. Home childcare professionals don't often have easy access to information like this."

OUR IMPACT

ECPAC distributed **\$1.1M** CARES funding received from Adams County (\$1,000,000) and the City of Northglenn (\$120,000) to provide COVID-based support to ECE programs and families.

Over **\$300K** was provided for tuition assistance for families experiencing financial hardship due to COVID.

126 ECE programs received funds for business related impacts due to COVID (loss of revenue and expenses).

ECPAC, in response to the pandemic, designed online opportunities, specifically for ECE professionals, regarding COVID updates and to provide concrete support in changing and challenging times.

24 CHATS (Conversations, Help, and Training) Sessions offered.

59.5% of programs were licensed Family Child Care Homes.

39% were Center-based programs.

One was a school district and one was a city-based program.

633 duplicated providers attended.



"I feel appreciated by you all, not only because you all say it, but also because you back it up with actions. I know that you say you are only doing your job; but I will also add that you are all doing it remarkably well. Your effort, hard work and presence will always be noted and appreciated. You are making a difference; I sincerely mean that". – ECE Provider

*"Coaches have been my lifesaver - I would not know how to function without my life source. You make everything we do attainable and achievable"!!
– ECE Provider*

CHILD & FAMILY HEALTH AND WELLBEING

The Early Childhood Partnership of Adams County (ECPAC) is committed to the outcome that early childhood and family services and supports are increasingly equitable, economical, and easy to access. Towards this end, partners convened to promote greater access to equitable and family-centered resources that support family stability, health, and wellbeing through decreasing opportunity gaps and barriers. This includes a team of partners focused on the development of a new family resource center hub called the Commerce City Community Campus (C4) Hub at South Platte Crossing. Additional partners convened to focus on supporting children and families impacted by substance use and improving protective factors for families of young children towards the goal of reducing incidents of child abuse and neglect.

ECPAC employs Family Support Specialists to further help reduce barriers to accessing services and to promote positive parenting and family support systems. These Specialists provide care navigation, as well as classes and groups for

parents and caregivers. This year classes focused on building attachment towards a strong foundation for children’s social-emotional development and on strengthening protective factors. Groups were offered to provide general support and social connections during COVID, as well as support for caregivers in substance use recovery.

Commerce City Community Campus (C4)
Bringing services and resources together so the community does not have to.



“Wow you are such a blessing. My kids are beyond happy, thank you so much”
 – Care Package Recipient

OUR IMPACT

ECPAC provided care navigation to **84** families and a total of **120** supportive referrals to community-based services.

28 families received more intensive care navigation, which may have included longer-term support, home visits, and/or extensive follow up.

In partnership with **11** organizational partners, ECPAC supported more than **1,000** families through **22** community outreach events by providing resource navigation, children’s learning materials, diapers/wipes, and other basic essentials.

6 Home Visitation Programs serve Adams County - increasing access to family support and education.

In response to COVID and the community’s identified needs, families were provided with care packages that consisted of basic essentials such as food, hygiene products, diapers/wipes, and children’s activities. ECPAC was able to provide:

594 care packages to nearly **500** families, many of which were quarantining due to COVID and were in need of a home delivery.



“[this] was way more than we expected and will go far to help a family that could really use the help right now. You guys have put a lot of thought into how to best help and it shows.” – Care Package Recipient



FINANCIALS

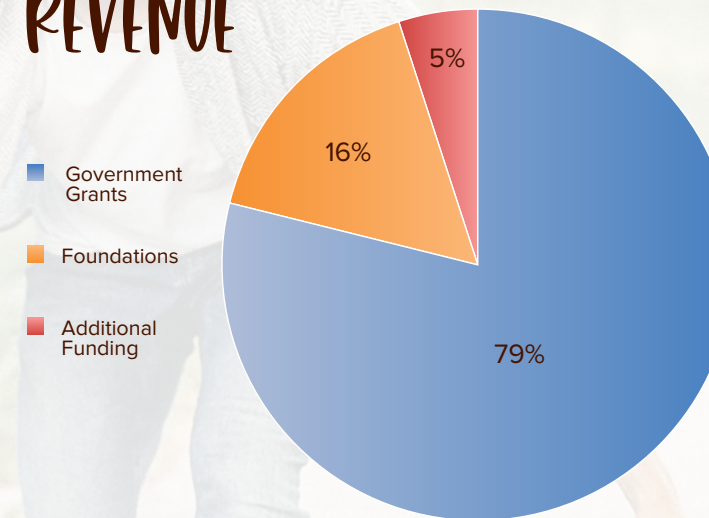
COLORADO DEPARTMENT OF HUMAN SERVICES

Colorado Shines GAE.....	10.29%
Systems Building	6.42%
School Readiness Quality Improvement Program	5.03%
Colorado Shines Emerging and Expanding Microgrant	3.27%
Community Based Child Abuse Prevention.....	1.05%
Food Pantry Assistance Grant	0.83%
Maternal, Infant, and Early Childhood Home Visiting	0.46%
Colorado Shines Emerging and Expanding Payroll	0.45%
Expanding Quality In Infant Toddler Care	0.37%
Colorado Shines Small Business Development Center	0.05%

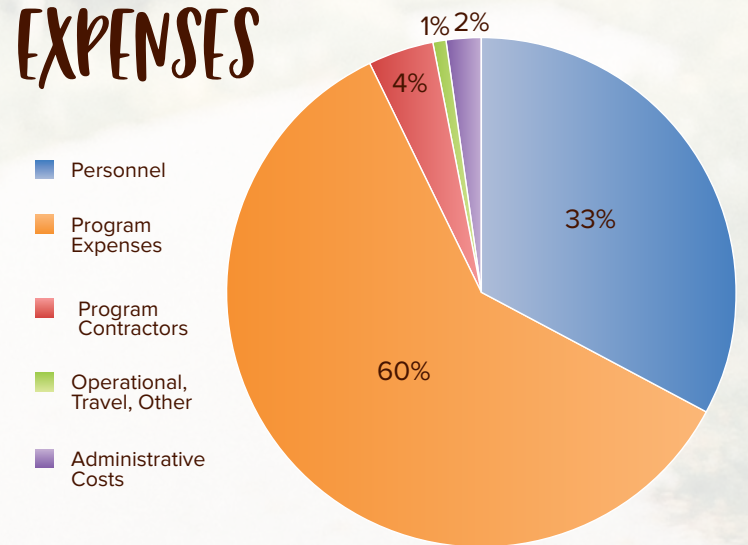
ADAMS COUNTY CARES	45.64%
CITY OF NORTHGLENN CARES	5.02%
TEMPLE HOYNE BUELL FOUNDATION.....	3.82%
SMALL BUSINESS ASSOCIATION PAYROLL PROTECTION PROGRAM	3.16%
EARLY LEARNING VENTURES	2.26%
COLORADO HEALTH.....	1.94%
BROOMFIELD COLORADO EARLY CHILDHOOD COUNCIL.....	1.70%
THE PITON FOUNDATION AT GARY COMMUNITY INVESTMENTS	1.61%
MILE HIGH UNITED WAY	1.47%
CARING FOR COLORADO	1.37%
ROSE COMMUNITY FOUNDATION.....	0.90%
COLORADO TOGETHER COVID RELIEF FUNDS.....	0.74%
TRI COUNTY HEALTH DEPARTMENT.....	0.70%
CDPHE - GROWING HOME	0.46%
ILLUMINATE COLORADO	0.38%
ADAMS COUNTY COLORADO COMMUNITY SERVICES BLOCK GRANT.....	0.23%
QUALITY COMMUNITY FOUNDATION - COMMERCE CITY FOUNDATION.....	0.17%
BUELL FOUNDATION, GARY COMMUNITY INVESTMENTS & ROSE COMMUNITY FOUNDATION, EARLY MILESTONES COLORADO	0.07%
DEVELOPMENTAL PATHWAYS COMMUNITY SAFE DRIVE	0.07%
COLORADO CHILDREN'S CAMPAIGN.....	0.03%

OUR FUNDERS

REVENUE



EXPENSES



OUR DONORS

ECPAC WOULD LIKE TO THANK THOSE WHO FINANCIALLY SUPPORT US THROUGH FUNDING OR OTHER DONATIONS.

Individuals

- » Alix Hopkins
- » Amy Beres
- » Anita Pacheco
- » Ann Tinnin
- » Candace Leimkuhler
- » Carrie Morris
- » Cathy Thompson
- » Cynthia Cargill
- » Dinah Frey
- » Drew O'Connor
- » Duane and Linda Jansen
- » Elba Ayala
- » Francine and William Cimino
- » Jan Achey
- » Jayne and Kelly Tien
- » Jazmine Anaya
- » Jean Cimino
- » Jeanette Sautter
- » Jenny Paugh
- » Jill Atkinson
- » Julia Brink
- » Julie Steffen
- » June Jorgensen
- » Kathy Duncan
- » Kaylie Weese
- » Kristen Morel
- » Kristin Vollmar
- » Linda and Keith Simmons
- » Lori Poland
- » Margaret Davis
- » Mitzi Hicks
- » Nancy Shakowski
- » Nicole Gonzales
- » Nicole Kinney
- » Peter LiFari
- » Philip Corn
- » Rachel Hubbard
- » Rebecca Shelton
- » Sally Wertzbaugher
- » Samar Sawaged
- » Sandra Knight
- » Steven Bartholomew

- » Sue Lohmiller
- » Susanna Bozinovski
- » Tassi Angel
- » Theresa Kegerreis
- » Theresa Selg
- » Tierni De Forest
- » Tiffany Williams
- » Tom and Lorissa Jansen
- » Vanessa Dunn
- » Vicent Trujillo
- » William and Lisa Thompson

Businesses/Partners

- » Amazon Smiles Foundation
- » Anythink Libraries
- » A Precious Child
- » Botanical Interests
- » Bright Future Preschool
- » Bundles of Babies
- » Charities Aide Foundation
- » Comcast
- » City of Northglenn
- » Conscious Alliance
- » Delta Dental
- » Discount School Supply (Robert Redmond)
- » Farmers to Families
- » FedEx on the Ground
- » FEMA
- » Front Range Community College
- » Front Stream
- » Focus Points Resource Center
- » Kroger
- » Mile High United Way
- » Nativity Lutheran Church
- » Network for Good
- » North Suburban Medical Center
- » Stonebrook Manor
- » Tri County Health Department
- » WeeCycle



IN-KIND DONATIONS

ECPAC WOULD ALSO LIKE TO THANK INDIVIDUALS FOR THEIR GENEROUS DONATIONS OF TIME AND RESOURCES.

- » A Precious Child
- » Albert Andrighetti
- » Amazon Smiles Foundation
- » Amber Lynn
- » AnyThink Libraries
- » Botanical Interests
- » Bright Future Preschool
- » Bundles of Babies
- » City of Northglenn
- » Clint Mallett
- » Conscious Alliance
- » Cynthia Cargill
- » Debbie Miller
- » Delta Dental

- » Diane Blocker
(FedEx on the Ground)
- » Discount School Supplies
- » Ellen Duran
- » Erika and Bryson Blake
- » Evelyn Rodriguez
- » Farmers to Families
- » FEMA
- » Focus Points Resource Center
- » Gary Hurtado
- » Jan Achey
- » Jayne Tien
- » Jean Cimino
- » Julie Patel

- » Lisa Jansen Thompson
- » Marc Mallett
- » Margaret Davis
- » Natalia Wertzbaugher
- » Nativity Lutheran Church
- » Nicole Garcia
- » North Suburban Medical Center
- » Sue Lohmiller
- » Sydney Haberman
- » Tara McKinster
- » Tierni De Forest and book club
- » Tri-County Health Department
- » Vicki Henderson
- » Weecycle

OUR VOLUNTEERS

- » Andrew Braund
- » Angelita Beccera
- » Baruky Ruiz
- » Crystal Cordova
- » Damian Rosenberg
- » Doug Wertzbaugher

- » Emily Piper-Allen
- » Jean Cimino
- » Jeannie Bodine
- » Kelsey Thompson
- » Kim Streng
- » Lesley Wray

- » Lina Stanchev
- » Linda Thorne
- » Loretta Bozeman
- » Margaret Davis
- » Monique Jenkins
- » Olgaldia Gutierrez

- » Ryann Hansen
- » Shantá Johnson
- » Sue Lohmiller
- » Summer Kevil
- » Theresa Kegerreis
- » Veronica Aguilar



THANK YOU!



ECPAC
EARLY CHILDHOOD PARTNERSHIP
OF ADAMS COUNTY

8859 Fox Drive, Suite 205 · Thornton, Colorado 80260
303.428.2929 · info@ecpac.org · www.ecpac.org