



**ECPAC**

EARLY CHILDHOOD PARTNERSHIP  
OF ADAMS COUNTY

# Annual Report

2021 - 2022

## Reducing Barriers and Creating Equitable Access

Moving from *Reality & Equality* to *Equity & Justice*

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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.

### 2020-2023 Strategic Plan

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.

29J Schools  
A New Generation  
A Precious Child  
A Shared Vision  
Access Housing  
Adams County  
Adams County Child Care Assistance Program  
Adams County Human Services  
Adams 12 Five Star Schools  
Adams 14 School District  
Almost Home  
Anythink Libraries  
Arc of Adams County  
Aurora Public Schools  
Be the Agenda (Teen Parent Collaborative)  
Bright Horizons Early Childhood Ed/ Adams 12 Schools  
Brighton Housing Authority  
Building Blocks  
Court Appointed Special Advocates (CASA) of Adams and Broomfield Counties  
Colorado Community Care Managed Network  
Children's Hospital Colorado  
City of Commerce City  
City of Northglenn  
City of Thornton  
Clinica Family Services

CO Access  
CO Orthodontic Foundation  
CO School of the Deaf and the Blind  
Community Reach Center  
Creative Treatment Options  
DentaQuest  
Early Learning Ventures  
Every Child Pediatrics  
Family Child Care Home Providers  
Family Tree - SafeCare  
Florence Crittenton  
Focus Points - PAT and HIPPY  
Food Bank of the Rockies  
Front Range Clinic  
Front Range Community College  
Goddard Reunion  
Goddard Thornton  
Growing Home  
Head Start  
Hope Academy  
Hope House  
Invest in Kids  
Jump Start  
Kids First Health Care  
Kids In Need of Dentistry  
Maiker Housing Partners  
Mapleton Public Schools

Maria Droste Counseling  
Migrant Education Program at APS  
MSU Denver - PAT  
New Legacy Charter School  
North Metro Community Services  
North Metro Small Business Development Center  
North Suburban Medical Center  
Owner of Sweetpea Early Learning  
PASCO  
Primrose  
Red Rocks Community College - Licensing  
Rocky Mtn Partnership Salud  
Savio House - Child First  
SCL Health  
Shiloh House - PAT  
Stasburg 31J School District  
Step-by- Step Sweet Pea  
Tri-County Health Department  
Urban Land Conservancy  
Westminster Fire  
Westminster Public Schools

## Partners



**LISA JANSEN THOMPSON**  
Executive Director

**CYNDI CARGILL**  
Director of Finance and Operations

**STEPHANIE HENDERSON**  
Director of Child/ Family Health & Wellbeing

**RACHEL HUBBARD/AMANDA BENSON**  
Director of Early Learning

**JEAN CIMINO**  
Manager of Grants & Funding

**SALLY WERTZBAUGHER**  
Administrative Assistant

**SHARLENE DELGADO**  
Family Engagement & Leadership Coordinator

### Early Childhood & Education Coaches:

**ALISHA MULLINS**

**AMANDA STEINMAN**

**JACKIE SLOAN**

**SUE LOHMILLER**

**TONI GREEN**

**NICOLE GONZALES**  
Early Childhood Educator Career Navigator

**MEGAN KEELING**  
ECE Outreach Specialist and Navigator

### Early Childhood Mental Health Consultants:

**MARGARET DAVIS**  
**AMY HARRISON**

### Family Support Specialists:

**BRIANA HARO**  
**MELISSA SANTIZO**  
**SUMMER KEVIL**

## Staff

**ALIX HOPKINS\***  
Tri-County Health Department

**KAYLIE WEESE\***  
Family Partner

**MITZI HICKS\***  
Growing Home

**DREW O'CONNOR\***  
Maiker Housing Partners

**VINCE TRUJILLO\***  
Business

**BRIGITTE BRODSKI**  
Family Partner

**CANDICE LEIMKUHNER / BRANDON BUENAVIDEZ**  
Community Reach Center

**CARRIE MORRIS**  
North Metro Community Services

**ELBA AYALA**  
Family Partner

**JACQUELINE QUIROZ**  
Family Partner

**JULIA BRINK**  
QI Program Coordinator, Child Care Innovations

**KRISTEN MOREL**  
Mapleton Public Schools

**KRISTIN VOLLMAR**  
Owner of Sweetpea Early Learning

**NICOLE KINNEY/JOHN HICKS**  
Adams County Human Services/Head Start

**OBI EZEADI**  
Community Partner/Citizen

\* Indicates Executive Officer

## Board of Directors



# Early Learning / Early Care & Education (ECE)

## DIRECT SERVICES PROVIDED

ECPAC started an Early Childhood Mental Health Consultation (ECMHC) program with the support of 3 funders who supported 11 ECE programs, 15 classrooms, and 40 children and families, and made over 90 referrals for community services. Six of these programs and 9 of these classrooms were supported in partnership with ECPAC's coaching team.

Of the 82 ECE programs engaged in quality improvement efforts, 5.2% more programs reached a Level 3-5.

ECPAC hired a Family Child Care Home Navigator specifically dedicated to this group of providers.

Sixty individual ECE providers received individualized career navigation support. In partnership with Denver's Early Childhood Council and Joint Initiatives for Youth & Families, an ECE career navigation model was developed and 237 early childhood educators were supported in meeting their career goals.

ECPAC launched a [new website](#) to support all programs in marketing their business while simultaneously providing families with information on program availability and offerings in searching for early care and education.

## SYSTEMS LEVEL DRIVERS IMPACTED

Towards stronger partnerships and shared accountability for improved outcomes, ECPAC led several collaboratives including ECE Workforce and ECE Access and Affordability - focused this year on the initial planning for Universal Preschool and the Local Coordinating Organization for this work.

ECPAC's ECE Career Navigation program engaged 26 local partners and 9 state/shared partners to support improved systems and policies.

## LOOKING AHEAD:

ECPAC looks forward to being an active partner in the development of the Local Coordinating Organization to oversee the roll out of Universal Pre-K in the Fall of 2023.

## THE BASEBALL METAPHOR:

A common baseball game metaphor demonstrates a disparity in watching the game. [Learn More](#)



## EARLY CHILDHOOD ECOSYSTEM BARRIERS EXPLAINED

### Reality ::

One gets more than is needed, while the other gets less than is needed.

*The disparity in watching the game is created when one person has more than enough to see the game while another has an obstructed view.*



*"The partnership that I have formed with ECPAC this past school year has been invaluable to my Early Childhood Education course."*

-ADAMS 12 HIGH SCHOOL TEACHER



# Child & Family Health & Wellbeing

## DIRECT SERVICES PROVIDED

ECPAC opened its Family Resource and Support Center which offers care navigation, classes and groups for families, access to emergency basic needs, and co-located services with community partners.

ECPAC provided classes and groups to 68 (unduplicated) families, including the implementation of a new 10-week series focused on supporting language development in young children.

ECPAC provided care navigation to 185 families and a total of 368 supportive referrals to community-based services. 83 families received more intensive care navigation, which may have included home visits, accompanying families to appointments, and/or multiple meetings.

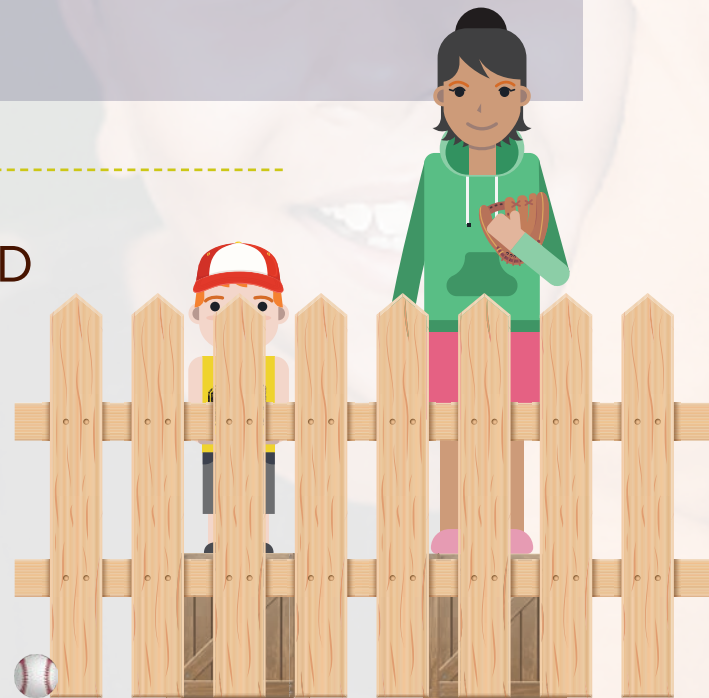
ECPAC continued providing care packages to families, including those quarantining due to COVID - 424 care packages were provided along with resource navigation support.

## ECOSYSTEM BARRIERS EXPLAINED

### Equality

The assumption is that everyone benefits from the same supports.

*Although considered to be equal treatment with each getting one box to stand on, some can see the game and others still cannot.*



*"I am delighted with all the classes that ECPAC has offered us here [in Commerce City]. What I like the most is that I have met many people and we have different experiences and stories we share with each one of the participants."*

-SPANISH SPEAKING FAMILY

## SYSTEMS LEVEL DRIVERS IMPACTED

Towards stronger partnerships and shared accountability for improved child and family outcomes, ECPAC led several collaborations including Child Maltreatment Prevention, Commerce City Services Alignment, and Strengthening Families Alignment with Adams County Human Services and Tri-County Health Department.

ECPAC worked closely with 18 organizations and 4 family partners to plan for and design the [Commerce City Community Campus \(C4\)](#) at South Platte Crossing - an integrated service delivery model with a strong referral system to outside services.

ECPAC led a community effort to collect data to inform the recommendation for an [online referral platform](#) that will be implemented in Fall 2022 towards reducing the number of families who "fall through the cracks."

ECPAC's work related to supporting children and families impacted by substance use included the expansion of the support group Circle of Parents in Recovery and the provision of a new training focused on the brain and the disease of addiction, reducing shame and stigma, and a layperson's guide to administering naloxone. This training had 140 attendees.

### LOOKING AHEAD:

ECPAC is looking forward to strengthening our partnership with Almost Home through the co-location of our Family Support Specialists in Brighton.



# Additional Systems & Core Business

## DIRECT SERVICES PROVIDED

ECPAC supported [9 legislative bills](#) this year - all of which passed and ECPAC will support implementation.

ECPAC continued to work with Growing Home and Maiker Housing Partners in the final development of an Institute to support community and family members in their advocacy skills and knowledge.

ECPAC hired our first Family Engagement & Leadership Coordinator who worked with family partners to develop a Family and Caregiver Advisory Council. ECPAC also hired 2 additional family partners for a total of 3 staff being previous family partners.

Partners rated ECPAC's ability to move work according to the legislation that established councils through our Action Team structure for ECPAC's ability to increase capacity (92%), increase quality (100%) and increase access and affordability (100%).

## SYSTEMS LEVEL DRIVERS IMPACTED

To support high quality services, ECPAC provided 47 separate training/professional development opportunities. In total, 1,392 (duplicated) and 656 (unduplicated) people attended at least one training and 81 organizations had at least one staff attend training.

ECPAC supported efforts related to equity by offering 5 equity-focused trainings for community partners and continuing use of our Equity Impact Statement for decision making at the Board, Staff, and Partner levels.

More than 2,000 physical materials were distributed to families with social norming messages promoting help-seeking, the 5 Protective Factors, and the importance of sober caregiving and safe storage practices.

## LOOKING AHEAD:

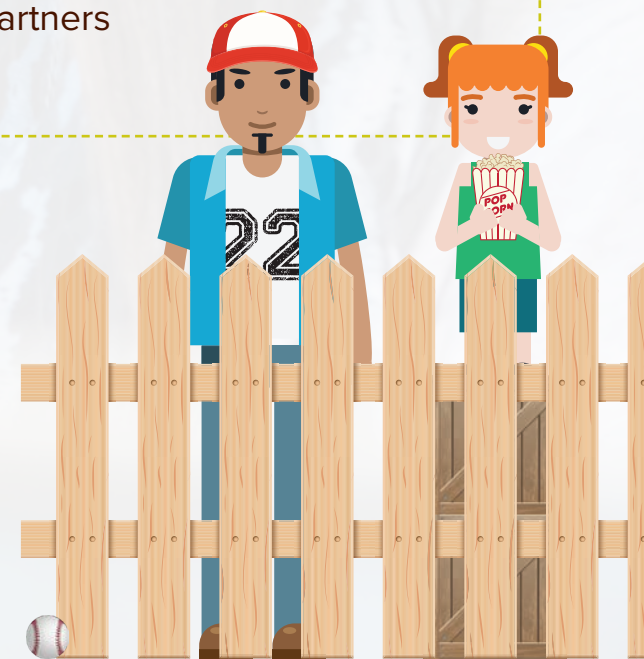
ECPAC is looking forward to honoring our [Equity Impact Statement](#) commitment to Authentic Stakeholder Engagement and Leadership through the Advisory Council and work with community partners to increase advocacy skills and knowledge.

*"ECPAC has worked hard to engage with the community, families, health systems, community supports, and diverse partnerships across Adams County to make this work and meeting successful."*

-COMMUNITY PARTNER ORGANIZATION

## ECOSYSTEM BARRIERS EXPLAINED

**Equity** :: Everyone gets the support they need.  
*Everyone can see the game freely with the systemic barrier (fence) removed.*



# Financials

|  |        |
|--|--------|
| <b>COLORADO DEPARTMENT OF HUMAN SERVICES</b>   |        |
| CDHS Colorado Shines Emerging & Expanding .....  | 54.09% |
| CDHS Colorado Shines GAE .....   | 9.01%  |
| CDHS Systems Building .....  | 5.25%  |
| CDHS Quality Improvement .....   | 4.10%  |
| CDHS Early Childhood Mental Health Consultation .....  | 3.18%  |
| CDHS Community Based Child Abuse Prevention .....  | 1.29%  |
| CDHS Family Child Care Home Navigator .....  | 0.96%  |
| CDHS Child Care Resource & Referral .....  | 0.63%  |
| CDHS Expanding Quality in Infant Toddler Care .....  | 0.38%  |
| CDHS Maternal, Infant, and Early Childhood Home Visiting .....   | 0.30%  |
| CDHS Preschool Development Grant .....   | 0.29%  |
| CDHS Small Business Development Center .....   | 0.06%  |
| <b>TEMPLE HOYNE BUELL FOUNDATION..... 5.04%</b>  |        |
| <b>BUELL FOUNDATION, GARY COMMUNITY INVESTMENTS &amp; ROSE COMMUNITY FOUNDATION, EARLY MILESTONES COLORADO ..... 1.96%</b> |        |
| <b>EARLY LEARNING VENTURES ..... 1.89%</b>   |        |
| <b>ILLUMINATE COLORADO ..... 1.81%</b>   |        |
| <b>MILE HIGH UNITED WAY ..... 1.65%</b>  |        |
| <b>CARING FOR COLORADO ..... 1.58%</b>   |        |
| <b>COLORADO HEALTH ..... 1.29%</b>   |        |
| <b>ADAMS COUNTY CARES COMMUNITY SERVICES BLOCK GRANT ..... 1.27%</b>   |        |
| <b>TRI COUNTY HEALTH DEPARTMENT ..... 0.80%</b>  |        |
| <b>GROWING HOME CDPHE/MILE HIGH CONNECTS ..... 0.69%</b>   |        |
| <b>ADAMS COUNTY FOUNDATION ..... 0.53%</b>   |        |
| <b>TELLIGEN COMMUNITY INITIATIVE PHILANTHROPY ..... 0.49%</b>  |        |
| <b>ROSE COMMUNITY FOUNDATION ..... 0.41%</b>   |        |
| <b>ADAMS COUNTY COLORADO FAMILY SUPPORT THROUGH PRIMARY PREVENTION ..... 0.35%</b>   |        |
| <b>BROOMFIELD COLORADO EARLY CHILDHOOD COUNCIL ..... 0.20%</b>   |        |
| <b>COMMERCE CITY QUALITY COMMUNITY FOUNDATION ..... 0.12%</b>  |        |
| <b>THE PITON FOUNDATION AT GARY COMMUNITY INVESTMENTS ..... 0.18%</b>  |        |
| <b>CONSTELLATION PHILANTHROPY ..... 0.11%</b>  |        |
| <b>COLORADO CHILDRENS' CAMPAIGN ..... 0.08%</b>  |        |
| <b>ADAMS COUNTY AND TRI COUNTY HEALTH DEPARTMENT FOR FINDING HELP ..... 0.05%</b>  |        |

## Our Funders

### ECOSYSTEM BARRIERS EXPLAINED

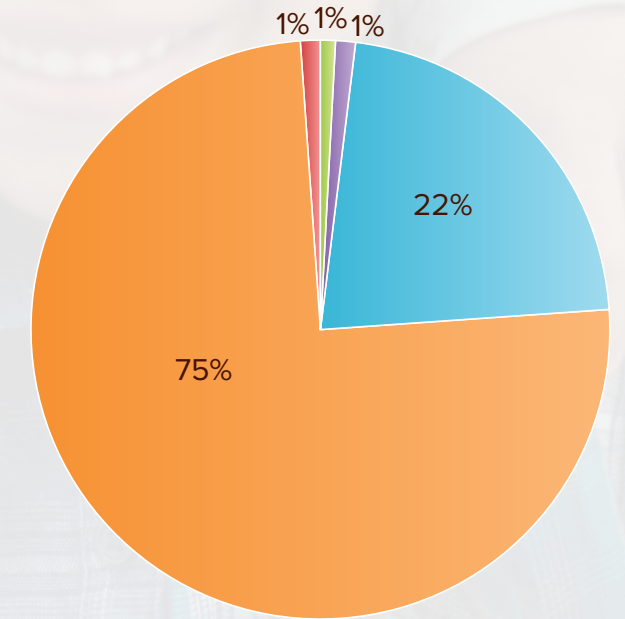
#### Justice ::

No supports or accommodations because the cause(s) of the inequity were addressed.

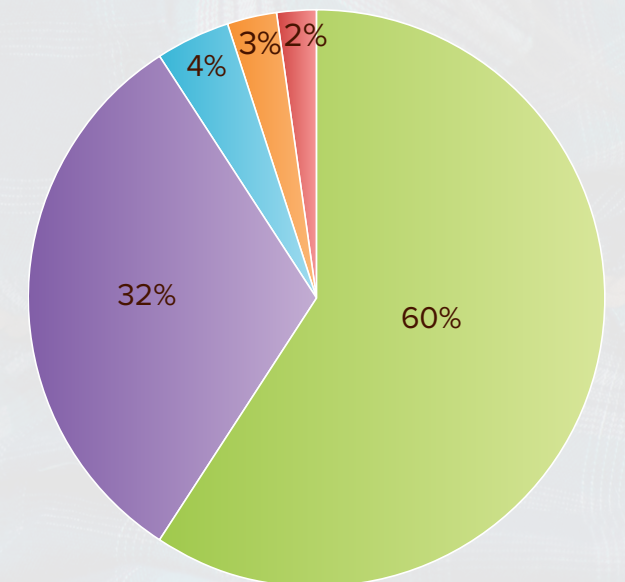
*Everyone can see the game freely with the systemic barrier removed.*



### Revenue ::



### Expenses ::



# Our Donors

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

## Individuals

Adam and Summer Kevil  
Alice DeBruin  
Alisha Mullins  
Alix Hopkins  
Amanda Steinman  
Ann Tinnin  
Anonymous  
Brigitte Brodski  
Calisse Weidner  
Candice Leimkuhler  
Carrie Morris  
CarrieLee Hansen  
Christine Brisson  
Cynthia Cargill  
Daniel Brisson  
Deb Schramm  
Divine Klutsey  
Donald & Margaret Brisson  
Drew O'Connor  
Duane Jansen  
Ellie Burbee  
Fran & Bill Cimino  
Geri Harvey  
Henson for Thornton  
Jack & Judy Pottle  
Jamie Cole

Jayne & Kelley Tien  
Jeannie Cimino  
Jessica Hutton  
Jill Atkinson  
Julia Brink  
Julie Patel  
Julie Veenstra  
Kelsey Thompson  
Kristy Snowden  
Larisa Brisson  
Linda Simmons  
Lisa Jansen Thompson  
Maria Zubia  
Marion Steward  
Mitzi Hicks  
Morgan Brubaker  
Nancy Shakowski  
Natalie Hosman  
Obi Ezeadi  
Paula Christina  
Peter LiFari  
Philip Pfeifer  
Phillip Corn  
Rachel Hubbard  
Randall Deur  
Rebecca Hale Brockelman  
Rick Campbell

Ryan Fiore  
Sally Wertzbaugher  
Sandra Knight  
Sheryl Thompson  
Stephanie Henderson  
Steven Bartholomew  
Susan Bandstra  
Toni Green  
Vince Trujillo  
Vincent Micucci

## Businesses/Partners

» Adams 12 Five Star Schools  
» Adams County Government  
» Adams County Human Services  
» Amazon Smile Program  
» Anythink Libraries  
» Aubrey Coleman FCG360  
» City of Northglenn  
» City of Westminster  
» Clinica Family Health  
» Colorado Insurance Store  
» Community First Foundation  
» Community Reach Center

» Financial Steward  
» First Bank North  
» Front Range Community College - North Metro Denver SBDC  
» Front Range Community College Foundation  
» Inspire Graphic Design  
» KellyKnox Family Foundation  
» Kroger Rewards  
» LockedIn Logistics  
» Maiker Housing Partners  
» Mapleton Public Schools  
» Mile High United Way  
» North Metro Community Services  
» North Suburban Medical Center  
» Save the Children Action Network  
» Step by Step Development Center  
» Sweet Pea Center for Early Learning  
» Tri County Health Department  
» Westminster Public Schools

# In-Kind Donations

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

» A Precious Child  
» Alberto Andrigetti  
» City of Northglenn  
» CO Dept Public Health Environment  
» Colorado Access  
» Cricket 84th & Huron (Manager Kenya)  
» Deborah Cooper  
» Delta Dental of Colorado

» Elise Ahlswede  
» FedEx  
» HomeAid COBuilders for Babies  
» Leigh Soleil

» LENA Foundation  
» Rocky Mtn Partnership  
» Tom & Lorissa Jansen

# Our Volunteers

» Andy Soumsang  
» Bill Thompson  
» Denisse Rodriguez  
» Elizabeth Valdez  
» Glenda Moore

» Julia Jensen  
» Kyle Henderson  
» Lesley Wray  
» Lidia Gutierrez  
» Mariela Michael

» Perla Hernandez  
» Rosemarie Regan  
» Summer Griffin  
» Veronica Aguilar  
» Zarah Levy /CLLARO

Everyone *enjoy* the game!

# Thank You!



**ECPAC**  
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OF ADAMS COUNTY

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