



ECPAC

EARLY CHILDHOOD PARTNERSHIP
OF ADAMS COUNTY



Annual Report

2024 -2025



CULTIVATING BOLD CREATIVITY

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 young children, their families, and early childhood professionals are valued, healthy and thriving.

Mission

Building a community where all young children, their families, and early childhood professionals can reach their full potential.

ECPAC's Ultimate Goal:

All children enter kindergarten healthy and ready to learn and succeed.

We greatly thank our **95** partners from **71** organizations and Early Care and Education (ECE) programs, **24** family partners, **24** staff, and **13** Board members for their contributions to the successes this year and supporting solutions towards the challenges. This report is focused on the progress of our **2024-2027 Strategic Plan**.

27J Family Resource Center
A Precious Child
Adams 12 Schools
Adams 14 School District
Adams County Connections
Adams County Department of Human Services
Adams County Fire Rescue
Adams County Government
Adams County Health Department
Adams County Sheriff's Department
Almost Home
Anythink Libraries
Arvada Chamber of Commerce
Belle Creek Family Center
Bellevue Christian
Benefits in Action
Bernice Martinez - Family Childcare Home
Bree Adreen - Family Childcare Home
Brighton Housing Authority
Brinshore Development
City of Arvada
City of Commerce City
City of Northglenn
City of Thornton
City of Westminster

Clinica Family Health and Wellness
Colorado Access
Colorado Orthodontic Foundation
Community Reach Center
CASA of Adams and Broomfield Counties
Creative Learning Center
Creative Treatment Options
DelWest
Denver Early Childhood Council
Early Childhood Education Association of Colorado
Early Learning Ventures
Executives Partnering to Invest in Children
Family Tree - SafeCare
Front Range Community College
Fussy Baby Network Colorado
Geriatric and Family Medicine Associates
Good Shepherd Food Pantry
Growing Home
Hope House Colorado
Kids First Health Care
Kids In Need of Dentistry
Lacy Fraire - Family Child Care Home
Lori Traudt - Family Child Care Home

Maiker Housing Partners
Mapleton Public Schools
Metro North Small Business Development Center
Metro State University - Early Literacy Program
Mile High United Way
New Legacy Charter School
North Metro Community Services
North Suburban Medical Center
Penny Tunnicliff - Family Childcare Home
Purple Moon Early Learning Center
Reaching HOPE
Rocky Mountain PBS Kids
Savio House - Child First
Servicios De La Raza
Step by Step Child Development Center
The Arc of Adams County
Triad Bright Futures
Triad Early Childhood Council
Urban Land Conservancy
WeeCycle
Westminster Fire Department
Westminster Public Schools
University of Colorado - Let's Connect

Partners

LISA JANSEN THOMPSON
Executive Director

STEPHANIE HENDERSON
Director of Child & Family Health & Well-being

CYNDI CARGILL/STELLA MIREMBE
Director of Finance & Operations

AMANDA BENSON/ALISHA MULLINS
Director of Early Learning

KARLA WEDEL
Early Childhood Mental Health Consultation Manager

JEAN CIMINO/SHARON PENDERGAST
Manager of Grants & Funding

SALLY WERTZBAUGHER
Administrative Assistant

KATIE ELSE/MICHELLE VALDEZ
Accounts Payable & Bookkeeping Clerk

KAYLIE WEESE
Family Engagement & Leadership Coordinator

PAULA BAÑUELOS
Program Evaluator

AMBER BILBY/ALISA BRANECK BAHL
Early Head Start Specialists

AMANDA STEINMAN, JACKIE SLOAN, SARAH MAYES/GINA FREYTA
ECE Coaches

TONI GREEN
Family Childcare Home Navigator/EE/Coach

CORRI HORTON
FCCH Navigator/PD Coordinator

MEGAN KEELING
ECE Outreach Specialist & Navigator

NICOLE GONZALES
ECE Career Navigator

ELISE BARFORD/ELAINE RABALAIS
Early Childhood Mental Health Consultants

BRIANA HARO, LILIA MENDOZA, MELISSA SANTIZO, SOFIA AGUIRRE, & SUMMER KEVIL
Family Support Specialists

Staff

MITZI HICKS*
Growing Home

SADIE WYCH*
Adams County Health Department

JOHN HICKS*
Adams County Head Start

DANI DUNCAN*
Bellevue Christian School

MIKE MARSICO*
Community Reach Center

DAMIAN ROSENBERG
Personal Assistance Services of Colorado

DREW O'CONNOR
Maiker Housing Partners

HANNI RALEY
Family Partner

KRISTEN MOREL
Mapleton Public Schools

MELODIE HODGE
Family Partner

OBI EZEADI
Community Partner

SANDY IANTORNO
Mile High United Way 211

VANESA ROGGERO SOLIS
Family Partner

Board of Directors

* Indicates Executive Officer

Systems and Core Business

While there are many amazing things that are happening in Adams County to support young children, families, and early childhood professionals, there are also **challenges that need to be addressed:**

◆ Adams County has the capacity to serve **9%** of infants and **19.4%** of toddlers in licensed early care and education programs and waitlists are **6-18** months long for infant and toddler care - leaving families to make hard choices about how their children will be cared for if they are returning to work. Close to 70% of young children have all parents in the workforce and families are spending **16-27%** of their income on childcare vs. the recommended 7%.

◆ Early Care and Education (ECE) professionals' wages are in the bottom **5%** of all occupations yet they have experience and educational requirements to meet quality standards that go above what those in retail and restaurant industry require. Only **4.2%** of ECE professionals are paid what is the recommended level based on education, experience and living wage standards.

◆ Colorado is one of the most expensive states (**#5** in the nation) for the affordability of childcare with one of the lowest public investments.

◆ Adams County has one of the **highest** rates of young children per capita in CO without a high rate of public and private investment.

◆ **More** children and youth live in poverty in Adams County than the state average.

◆ Adams County saw an increase in infant mortality rates by **25.5%** compared to pre-COVID rates while Colorado remained steady.

◆ Adams County has the **highest** concentration of young children at risk for mental health concerns in Colorado with capacity to only serve **6%** of ECE programs with mental health consultation.

◆ Funding for supports through grants and otherwise is **decreasing**.

What is the ECPAC partnership doing to address these challenges?

◆ Increasing access to affordable **infant and toddler childcare** through funding, support, and information to families and early care and education programs - this year supporting a Family Childcare Home Resource Fair, Early Childhood Educator Career Fair, distribution of information to families, raising awareness about the Colorado Child Tax Credit for businesses and co-hosting an event with elected officials and businesses.

◆ Increasing **recruitment, retention, and compensation of the Early Care and Education (ECE) workforce** through presentations at High Schools, an ECE Career Fair, and Retention webinars and participating in state-level efforts around compensation.

◆ **Advocating for funding** - this year specifically against federal and state cuts in funding to programs that support young children, families, and early childhood professionals.

◆ **Raising awareness** about the importance of early childhood to build public will through participation in local and state initiatives, community presentations, meetings with key leaders, e-newsletters, and social media; and to help change social norms related to help seeking, help offering, and available resources.

◆ **Reducing child maltreatment** by promoting protective factors, including fostering families' mental health, financial wellbeing, and available perinatal supports and services through new programming for financial classes and coaching and classes for expecting and new parents, as well as developing informational materials - as informed by families - relevant to the first year of parenting - distributed to ECE Programs and Home Visitation Programs.

◆ **Supporting family leadership** of 22 of family members to implement a project to reduce mental health stigma and learn about how policies impact communities. Two additional family leaders were engaged in other ECPAC efforts for a total of **24** families helping to lead this work.

◆ Co-leading a coalition and participating in a community of practice to determine funding options for increased capacity to support **perinatal, infant, and early childhood mental health**.

DIRECT SERVICES:

Early Learning

To support high quality Early Care and Education (ECE) and ECE professionals, ECPAC offered service and supports to early care and education providers including:

◆ 1,291.5 hours of individualized coaching towards quality improvement in the Colorado Shines program; 67.5 hours for Early Head Start programs; and 59.75 for the Expanding Quality in Infant and Toddler Care program for a total of **1,418.75** hours of coaching support provided.

◆ **54** Family Childcare Homes with individualized support for their business and program.

◆ **28** of professional development opportunities with **96%** reporting that this support will help them stay in the profession to **231** (unduplicated) people from **107** programs.

◆ 107 professionals with Career Navigation to help them reach their career goals.

◆ Held a Career Fair in collaboration with DECC with 36 vendors, 4 interpreters (2 Spanish, 1 Persian, 1 Dari) for **92** career seekers, including **55** high school students.

"It was nice to have been able to participate in this event without being limited by funding, as I am a new business. I also loved the variety of vendors and companies present." "It was great to talk with so many excited candidates - I particularly enjoyed the energy the high school students brought to the event! It made me feel hopeful for the future of this field".

- ECE Program

"I found a whole bunch of possible jobs". "I think there was an excellent balance of centers, school districts, resource agencies, and post-secondary school programs".

- Career fair job seeker



DIRECT SERVICES:

Early Childhood Mental Health Consultation

To ensure that families and ECE professionals can support children’s social emotional development and help prevent future mental health concerns, ECPAC supported:

- ◆ **13** programs **12** classrooms, and **34** child-focused cases to support socially emotionally rich environments and help adults better understand both typical behavior and behavior adults find challenging.
- ◆ **30** families supported through parenting classes about supporting social emotional development.
- ◆ **4** professional development trainings offered to ECE professionals.
- ◆ ECMHC Satisfaction Scores all averaged to **3.72** out of 4, with scores for communication, responsiveness, competence and relationship/rapport.

“The consultants created a safe environment where we could openly share both our parenting wins and our daily struggles. This sense of community empowered me to ask questions and seek support, even beyond the topics covered in class. I always left feeling reenergized, supported, and more confident in my parenting journey.”

- Parent



DIRECT SERVICES:

Family Support

To ensure families have access to resources and supports as protective factors that prevent child maltreatment and to support family financial and emotional wellbeing, ECPAC supported:

- ◆ **232** families (**162** new and **70** existing) with resource navigation, providing more than **500** supportive referrals to community based services with 73.60% resulting in successful connections.
- ◆ Training and technical assistance to programs contributing to the **Adams County Resources** website. adamscountyresources.org
- ◆ Two **Infant Safety Events** that consisted of Infant CPR and car seat installations, as well as education related to safe sleep and safety-proofing.
- ◆ **15** trainings for community organizations serving families - **249** (unduplicated) attended from **61** organizations and **13** family leaders. Attendees rated the training increased their knowledge and ability to provide high quality care at a **4.31** and **4.43** out of 5 respectively.

“ECPAC helps me to be a strong independent mom learning to take good care of my daughter. I am glad I met you...I’m glad my daughter met you.”

- Family engaged in extensive resource navigation

◆ **30** series of classes and groups to **178** (unduplicated) families; 11 were offered in collaboration with community partners and 8 were co-located. This year, we began offering financial literacy classes (with optional 1:1 coaching opportunities) and a Summer Reading Program for kids! Also our new bilingual bookclub for parents has been a huge success to help reinforce self care and also build connections with others.

(translated from Spanish)

“Thank you so much for caring about us! Thank you for making us part of your team despite our limited English skills! And thank you so much for sharing such important information with us.”

- Family leader and training attendee

Financials

GOVERNMENT GRANTS/CONTRACTS

ADAMS COUNTY

- COVID Early Learning
- COVID Family Services
- Family Support Through Primary Prevention
- Community Services Block Grant
- Adams County Food Security
- Adams County Health Department - CHIP Grant
- ARPA - Strengthening Families

COLORADO DEPARTMENT OF EARLY CHILDHOOD

- Systems Building
- Child Card Resource & Referral
- Colorado Shines Base and GAE
- Early Childhood Mental Health Consultation
- Emerging and Expanding
- Expanding Quality in Infant/Toddler Care
- Family Childcare Home Navigation
- Community Based Child Abuse Prevention
- Local Organizational Capacity - Infant/Toddler
- Preschool Development Grant

COLORADO DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT

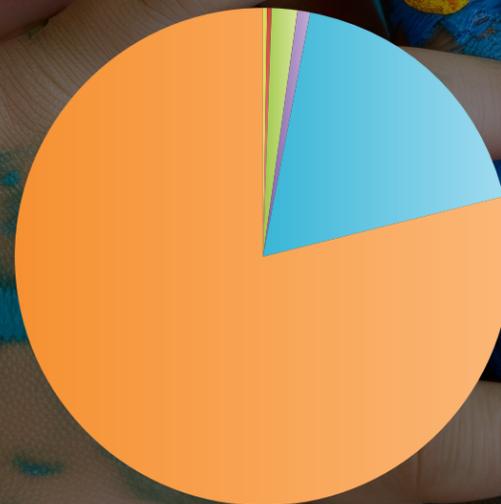
- Growing Home Collaborative
- Maternal Mortality Prevention Program
- Maternal Overdose Prevention

CITY OF THORNTON - ASSISTANCE FUND

FOUNDATIONS AND ORGANIZATIONAL GRANTS/CONTRACTS

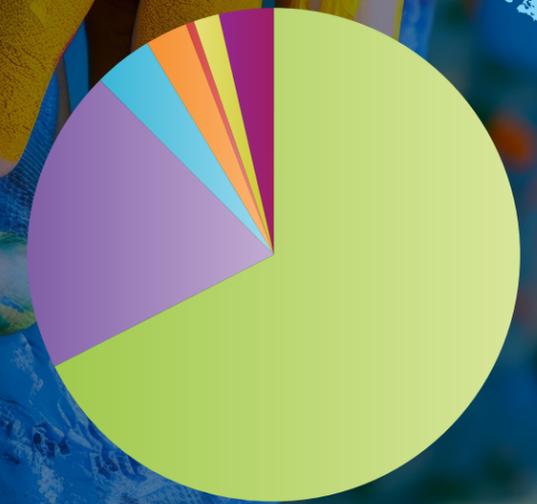
- BRIGHTON LEGACY FOUNDATION
- BUELL (2) - SYSTEMS AND EARLY CHILDHOOD MENTAL HEALTH
- EARLY LEARNING VENTURES
- HEALTHY CHILDCARE COLORADO
- HUNGER FREE COLORADO
- CARING FOR COLORADO
- GARY COMMUNITY VENTURES

Our Funders



Revenue

- Government Grants
- Non-Government Grants
- Contributions
- Program Fees
- Donated Goods/Services
- Revenue from Investments



Expenses

- Salaries & Benefits
- Program Expenses
- Contracted Services
- Operational Expenses
- Travel & Meeting Expenses
- Other Expenses
- Indirect Expenses

Our Donors

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

Individuals

- » Terry Amrine
- » Tassi Angel
- » Celeste Arner
- » Roberta Ayala
- » Susan Bandstra
- » Jennifer Banyan
- » Angie Bartolo
- » Kellie Beiers
- » Ameli Berube
- » Laura Border
- » Kelly Bowes
- » Chris Boyd
- » Erica Branscum
- » Erin Breen (O'Rourke)
- » Jessica Cantos
- » Cynthia Cargill
- » Claudia Casillas
- » Jean Cimino
- » Whitney Connor
- » Philip Corn
- » Olivia Rose Coyne
- » Michael Crawford
- » Michelle Dalbotten
- » Nathan Davis
- » Dani Duncan
- » Beryl Durazo
- » Kari Easterly
- » Obi and Megan Ezeadi
- » Ryan Fiore
- » Jean Forrest
- » Jill Fuller
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- » Jessica Garcia
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- » Mitzi Hicks
- » John Hicks
- » Janel Highfill
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- » Shelly Hora
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- » Tom and Larissa Jansen
- » Lisa Jansen Thompson
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- » Maria Labrador
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- » Cynthia Mendoza
- » Stella Mirembe
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- » Glenda Moore
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- » Jennifer Perea
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- » Kristi Reeves
- » Marisela Rios
- » Vanesa Roggero Solis
- » Damian Rosenberg
- » Christyle Russell
- » Chris Russell
- » Amanda Sanford
- » Linda Simmons
- » Alison Sledz
- » Jeff and Marion Steward
- » Cathy Stitt
- » Heidi Storz
- » Jayne and Kelley Tien
- » Ann Tinnin
- » Starr Trujillo
- » Devean Trujillo
- » Leslie Veloz
- » Melanie Ward
- » Karla Werner-Butterfield
- » Sally Wertzbaugher
- » Julie Wilber
- » Sadie Wych
- » Sharon Zeman

Businesses & Community Partners

- » Adams 12 School District
- » Adams County Health Department
- » Arc of Aurora
- » Chipotle Thornton
- » City of Thornton
- » Colorado Access Management Services
- » Colorado Gives Foundation
- » Colorado Insurance Store
- » Community Language Cooperative
- » Community Reach Center
- » Empower Retirement
- » Panda Express Thornton
- » Financial Consulting group-360
- » First Bank
- » FrontStream (James Brown)
- » HCA HealthONE
- » Inspire Graphic Design
- » Bae Systems
- » Kroger Rewards
- » Maiker Housing Partners
- » Mile High United Way
- » Personal Assistance Services of Colorado
- » Renaissance Insurance
- » Step By Step Child Development Center
- » Suncor
- » United Power



In-Kind Donations

21 INDIVIDUALS OR ORGANIZATIONS DONATED \$16,620.47 IN GOODS AND/OR SERVICES AND \$20,650 OF IN-KIND MEETING SPACE.

- » 27J Schools
- » Adams County Head Start
- » Adams County
- » Alejandra Rodarte de la Paz (Dalem, LLC)
- » Alma Mendoza

- » Anythink Library Commerce City
- » Assistance League of Denver
- » Jean Cimino
- » City of Commerce City
- » City of Thornton

- » Colorado Department of Early Childhood (CDEC)
- » Conscious Alliance
- » Dress for Success
- » First Book Marketplace

- » Front Range Community College
- » HomeAid Colorado
- » Lisa Jansen Thompson
- » The Arc of Adams County
- » Westminster Public Schools

Our Volunteers

- » Trisha Buskey
- » Locked In Logistics
- » Blue Hearts ABA Services: Hailey Baldrey, Laryssa Lopez, Trey Dickerson
- » Family Childcare Home Providers (Panel): Bernice Martinez, Lori Traudt, Penny Tunnickliff



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Thank You!