



ECPAC

EARLY CHILDHOOD PARTNERSHIP
OF ADAMS COUNTY

ANNUAL REPORT

2025 -2026

*Rooted in Community
Connected for Hope*

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 appreciate our amazing organizational and governmental partners, early care and education partners, family leaders, and Board members for their partnership this year to work together to navigate many challenges including funding pauses and decreases for programs that families rely on, threats to funding freezes for early care and education programs and to ECPAC's primary areas of work, increased fears and anxiety, and managing change. Additionally, we appreciate the support for our staff when we suddenly lost one of our amazing team members, Toni Green who passed away in December. Through all of this, we know that we must remain rooted in our mission and belief that through partnership we can find collaborative solutions that keeps us hopeful for the present and future.

This report is focused on the progress of our [2024-2027 Strategic Plan](#).

A Precious Child
Adams County Regional Economic Partnership
Adams County
Adams County Connections
Adams County Health Department
Adams County Human Services
Aurora Mental Health and Recovery
Bellevue Christian School
Brinshore Development
Brothers Redevelopment
Child Care Innovations Licensing
City of Commerce City
City of Northglenn
City of Thornton
City of Westminster
Clinica Family Health and Wellness
CO Orthodontic Foundation
Community Reach Center
Court Appointed Special Advocates (CASA)
Creative Learning Center

Creative Treatment Options
Early Learning Ventures
Executives Partnering to Invest in Children
Family Tree
Front Range Community College
Growing Home
Kids First Health Care
Kids In Need of Dentistry
Lacy Fraire (Family Child Care Home)
Lester Arnold Early Learning Center
Little Giants Learning Center
Maiker Housing Partners
Mapleton Schools
Mile High United Way
Mission Rock (Junction 72)
Savio House - Child First
Metro North Small Business
Development Center
Servicios de la Raza
Step-by- Step Child Development Center
Urban Land Conservancy

Partners

LISA JANSEN THOMPSON
Executive Director

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

STELLA MIREMBE
Director of Finance & Operations

ALISHA MULLINS
Director of Early Learning

KARLA WEDEL
Early Childhood Mental Health
Consultation Manager

SALLY WERTZBAUGHER
Administrative Assistant

MICHELLE VALDEZ
Accounts Payable & Bookkeeping Clerk

KAYLIE WEESE
Family Engagement & Leadership Coordinator

**AMBER BILBY, JACKIE SLOAN
& ELIZABETH WILLIAMS**
ECE Coaches

TONI GREEN
Family Childcare Home Navigator/EE/Coach

CORRI HORTON
FCCH Navigator/PD Coordinator

NICOLE GONZALES
ECE Career Navigator

ELAINE RABALAIS
Early Childhood Mental Health Consultant

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

Staff

** Indicates Executive Officer*

MICHAEL MARSICO*
Community Reach Center

SADIE WYCH*
Adams County Health Department

JOHN HICKS*
Adams County Head Start

DANI DUNCAN*
Bellevue Christian School

MELODIE HODGE*
Family Partner

DREW O'CONNOR
Maiker Housing Partners

HANNI RALEY
The Arc of Aurora

KRISTEN MOREL
Mapleton Public Schools

MARÍA DE JESÚS HURTADO
Family Partner

OBI EZEADI
Community Partner

PAOLO DIAZ
Family Tree

SANDY IANTORNO
Mile High United Way 211

VANESA ROGGERO SOLIS
Family Partner

Board of Directors

Effective SYSTEMS

Towards our ultimate goal and mission - ECPAC has engaged in various systems change strategies:

◆ Partnering with **88** partners from **41** organizations and Early Care and Education (ECE) programs, **16** family partners, **20** staff, and **13** Board members for their contributions to the successes this year and supporting solutions towards the challenges.

◆ Facilitating **7 Strategic Action Teams or Collaboratives** focused on: 1) Increasing capacity of infant and toddler early care and education; 2) Prevention of child abuse and neglect - especially during the perinatal period; 3) Recruit and retain the Early Care and Education workforce; 4) Align efforts for general child abuse prevention to promote mental health well-being.

◆ **Raising awareness and the public will and engaging in advocacy** to address challenges in capacity and needed funding through participation in local and state initiatives, presentations, and meetings with key stakeholders.

- Presenting to **key leaders and elected officials** **19** times about the importance of early childhood.

- **Advocating** for **7** state pieces of legislation, **3** federal funding preservation efforts, **1** federal act, **1** county program adoption, and **1** city council decision.

- Working with **state and local leaders** to address the lack of affordable child care and challenges with sustaining child care businesses through the collection of data and use of data-informed decisions with a new collaborative project with a local Chamber to engage businesses.

◆ Engaging **31 families** in the Family Leadership Council (FLC) to support learning about the policy process, reducing stigma related to mental health, and increasing support for family financial wellbeing; with **18** being actively involved throughout the year. **5** family leaders were newly engaged. Additionally **6** family leaders were trained to be Tax Ambassadors in their community! Of those who attend the FLC:

- **98%** report an increase in knowledge, **87%** in leadership skills, and **85%** in confidence; **93%** felt ownership over the decisions made; **98%** feel their cultural values and beliefs are respected.

◆ Providing **12** trainings on 8 unique topics to improve the quality of services to **123** professionals (195 duplicated) from **41** organizations and **11** family leaders.

◆ Creating clarity through the development of a visual **theory of change** to guide efforts:

Direct Services EARLY LEARNING

Towards our efforts to support high quality early care and education (ECE), sustainable businesses, and a strong ECE workforce ECPAC:

◆ **1,171** hours of individualized coaching towards improving quality and support for the Colorado Shines program and **120** for the Expanding Quality in Infant and Toddler Care program for a total of **1,291** hours of coaching support provided.

◆ **67** Family Child Care Homes received 1:1 individualized support primarily related to learning about Quality Improvement, business marketing tool, professional development opportunities, and financial resources.

◆ Provided **Career Navigation** to **168** unique early childhood education professionals with **19** working to enter the profession. **97.5%** note that they are very likely to stay in the profession as a result of the support received. **100%** report making progress on or meeting career goals. Attended **15** events with **4** school districts, **1** community youth program, and **5** career fairs to engage youth into the ECE profession.

◆ Completed a Needs Assessment with **77** programs (32.2%) and **30** families (English and Spanish) to help guide decisions about needed strategies with some results provided in **this report**.

◆ Supported **27 Family, Friend and Neighbor Caregiver** providers through the offering of **14** trainings and technical assistance and career navigation with **17** FFN providers completing the full program.

◆ Provided **29** trainings on **22** unique topics to **110** ECE professionals (226 duplicated) from **65** licensed ECE programs. **93%** report that this professional development supports them to stay in the profession.

"HAVING ECPAC HAS BEEN A TRUE BLESSING THAT HAS HELPED ME GROW MY BUSINESS, FOCUS ON MY PERSONAL DEVELOPMENT, AND IMPROVE THE CARE I PROVIDE FOR THE CHILDREN" - FCCH Provider



CHILDREN ENTER KINDERGARTEN HEALTHY AND READY TO LEARN AND SUCCEED.

SYSTEMS CHANGE

- Strong governance
- Qualified and supported staff
- Diversified funding
- Budget matches community and organizational priorities

ECPAC is a strong organization that is responsive to the community.

ORGANIZATIONAL CAPACITY

- Strong partnerships
- Shared accountability
- Sufficient investments
- Public awareness; public will
- Supportive policies
- Professional development towards improved quality

An effective ecosystem for young children in Adams County.

DIRECT SERVICES

EARLY LEARNING

- Program quality improvement supports through coaching and funding for learning materials
- Increase awareness of resources
- Career navigation for professionals
- Professional development opportunities

Adams County has high-quality, sustainable early care and education programs.

EARLY CHILDHOOD HEALTH

- Consultation to early learning programs - full programs, classrooms, or child-specific
- Parenting classes and supports

Children's social-emotional development is supported.

FAMILY SUPPORT

- Resource navigation
- Classes and groups for families
- Provision of basic essentials and materials that support healthy development

Families have the resources and skills they need to best support their children; prevention of child abuse and neglect.

Direct Services

EARLY CHILDHOOD MENTAL HEALTH CONSULTATION

Towards our effort to ensure young children’s social emotional development is supported in early care and education programs and at home, ECPAC provided early childhood mental health consultation and support as follows:

- ◆ Supported **8** programs including reflective work with Directors.
- ◆ Supported **4** classrooms along with the teachers and Directors.
- ◆ **7** child specific cases supporting the parent and teacher.
- ◆ **10** brief consults with outside referrals.
- ◆ **1** parent training with **3.76** average score out of 4 - measuring consultant competence, relationship rapport, communication, and overall satisfaction with service.
- ◆ Started a program with the Family Support Team called Mama Talks with **23** moms.

“I AM SO THANKFUL YOU ARE HELPING ME OUT. I FEEL BETTER KNOWING YOU’RE ON MY TEAM!”
- Program Director of in-home care regarding her first experience engaging in MH consultation

Direct Services

FAMILY SUPPORT

- ◆ Provided resource navigation to **259** families (**173** new and **86** existing), providing more than 600 supportive referrals to community based services with 74% resulting in successful connections.
- ◆ Provided **40** series of classes and groups to **212** (unduplicated) families; **16** were offered in collaboration with community partners and **10** were co-located.
- ◆ Offered a **Financial Literacy Program** with **76** family members participating in at least one class, with **85%** attending multiple classes. **96.8%** report these classes and related financial support helped them to meet an important need for their family. Over 80% report that the financial support will help their family for at least a few months with the majority noting more than a few months of financial relief.
- ◆ Provided a place to support parental wellness and social connections, through a **bilingual book club** where **18** family members engaged, with **78%** attending on a regular basis with **100%** reporting increased ability to take care of themselves and **100%** building connections with others.

“THANK YOU FOR THE RESOURCES AND FOR BEING THERE FOR ME –NOT ONLY AS A MOM, BUT ALSO AS A WOMAN. TO EVERYONE WHO IS PART OF THIS ORGANIZATION: THANK YOU FOR GIVING US SECURITY, SUPPORT, AND HOPE.”
- Family engaged in parenting classes and groups
(translated from Spanish)



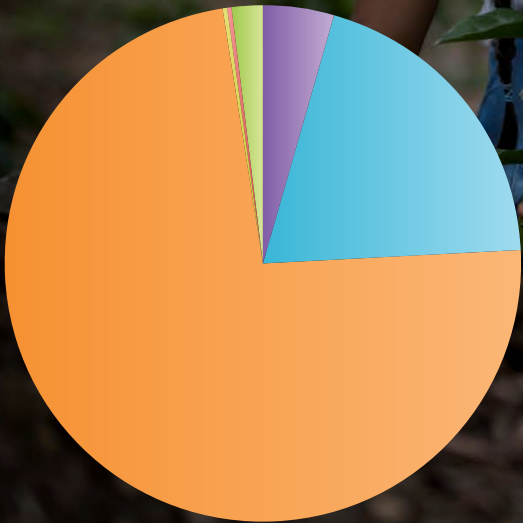
“I REALLY LIKE ATTENDING THE BOOK CLUB BECAUSE IT GIVES ME TIME TO DO SOME SELF – CARE..... AS A MOM OF AN ALMOST 4 YEAR OLD, THIS IS A PLACE WHERE I GET TO ENJOY MYSELF WHILE MY SON PLAYS WITH OTHER KIDS IN A SAFE PLACE.”

Annual FINANCIALS

- FOUNDATIONS AND NON-PROFIT GRANTS/CONTRACTS**
- Aurora Mental Health and Recovery
 - Brighton Legacy Foundation
 - Buell Foundation
 - Coloradans For the Common Good
 - Colorado Breastfeeding Coalition
 - Colorado Statewide Parent Coalition
 - Comis Foundation
 - E-470
 - Early Learning Ventures
 - Healthy Child Care Colorado
 - Platte Valley Hospital
 - TEACH Colorado
- STATE & LOCAL GOVERNMENTAL GRANTS/CONTRACTS**
- Adams County
 - Adams County Health Dept - CHIP Grant
 - ARPA SF Tranche 2 grant
 - City of Commerce City
 - City of Northglenn Grant
 - Community Services Block Grant
 - Family Support through Primary Prevention

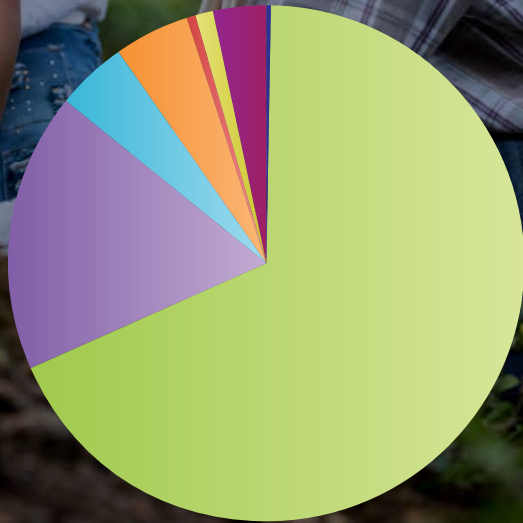
- COLORADO DEPARTMENT OF EARLY CHILDHOOD**
- CO Shines Base and GAE
 - CO Shines GAE Professional Development
 - Community Based Child Abuse Prevention
 - Early Childhood Mental Health Consultation
 - Emerging and Expanding
 - Expanding Quality in Infant/Toddler Care
 - Provider Navigator
 - Systems Building
- COLORADO DEPARTMENT OF PUBLIC HEALTH AND ENVIRONMENT**
- Preventing Maternal Mortality and Morbidity
 - Perinatal Substance Use Prevention

Our Funders



Revenue

- Contributions
- Non-Government Grants
- Government Grants
- Program Fees
- Endowment Fund/Investment
- Donated Space, Time & Goods
- Dividends & Interest
- Other Sources



Expenses

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

Our DONORS

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

Individuals

» Abigail Hassen
» Alan & Becky Nazzaro
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» Beryl Davis
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» Kristi Douglas
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» Liesel Bimmerle
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» Lindalin Dockter
» Lindsey Leuenberger-Klautsch
» Lisa Jameson-Shea
» Lisa Jansen Thompson
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» Lori Duwve
» LuAnn Ringenberg
» Lynne Craig
» Mackenzie Matthews
» Manny Sotelo
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» Marjorie Pawlik
» Martha Alvarado
» Mary Anne Paul
» Melanie Ward
» Melodie Hodge
» Michael Gormley
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» Michelle Grat
» Michelle Dalbotten
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» Tifanni Cofield
» Tim Lancaster
» Toby Zinser
» Todd Christenson
» Toni Green
» Vanesa Roggero Solis
» Victoria Mcelhone
» William Klein
» Willie Nelson
» Zach Quinn

Businesses

» Access Management Service
» Adams County Government
» AFP Colorado Chapter
» Allcable Colorado
» Aubrey Coleman (Financial Consulting Group 360)
» Bundles of Babies
» Call Emmy
» City of Westminster
» City of Arvada
» City of Commerce City
» City of Federal Heights
» City of Northglenn
» City of Thornton
» Colorado Gives Foundation
» Colorado Statewide Parent Coalition
» Connect For Health Colorado
» Dog Eat Dog
» Empower Deed Corporate Match
» First Bank
» Front Range Community College
» HCA Health One
» Inspire Graphic Design
» Kroger Community Rewards
» Kyle Clark-Word of Thanks Campaign
» Little Giants Learning Center
» LockedIn Logistics
» Maiker Housing Partners
» Mapleton Public Schools
» Meritrust Credit Union
» North Metro Community Services
» Panda Express
» Red Robin Thornton
» Step by Step Child Development Center
» Suncor Energy
» Tafoya Family Trust
» The Arc of Adams County
» The Arc of Aurora
» Think Insurance Company
» United Power
» Westminster Public Schools

Our IN-KIND DONATIONS

45 INDIVIDUALS/ORGANIZATIONS/BUSINESSES DONATED
\$18,731.73 IN GOODS AND/OR SERVICES
\$17,050 OF IN-KIND MEETING SPACE

» Adam Kevil
» Adams County
» Adams County Human Services
» Adams County Sheriff
» Ann Tinnin
» Anythink Commerce City
» Anythink Huron
» Anythink Wright Farms
» ARC Thrift Stores
» Beckers

» Belle Creek Family Center
» Blaze Williams Ortiz
» Brighton Housing Authority
» Celestial Seasonings
» Cheddars
» Chillax OM Wellness Service and Products
» City of Northglenn
» City of Thornton - Community Connections

» Conscious Alliance
» Crossroads Community Center
» Ellen Wetzig
» Home Aid Colorado Builder for Babies
» Hyland Hills Park & Recreation District
» Jackie Sloan
» James Woodburn

» Jean Cimino
» Jesse & Corri Horton
» Julie Patel
» Karen Brown & Kurt Ohlen
» Kristin Kinchen
» Kroenke Sports & Entertainment
» Lakeshore
» Lisa Jansen Thompson
» Michelle Dalbotten
» Michelle Valdez

» Nicole Gonzales
» Rose Whitlock
» Styled by Terri-Terri Taydus
» Super Black Fridays Inc
» Teacher's Treasure Trunk
» TFK Designs
» The Hershey Company
» Margaret W. Carpenter Recreation Center
» Toni Green
» Wishbone Restaurant

Our VOLUNTEERS

» Ashley Bilby
» Denise Senne
» Lockedin Logistics
» Maury Fonseca
» Sam Mullins
» Satoshi Wetstine



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OF ADAMS COUNTY

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ECPAC
Thanks You!