



2021-2022

# Impact Report

Leading with Head and Heart

EarlyChildhoodCouncil

of LARIMER COUNTY

# Head and Heart

Dear Early Childhood Champions,

Leading with head and heart has always been core to our work at Early Childhood Council of Larimer County (ECCLC), and yet this year, we leaned into both more than ever. We were focused and unfaltering in our service to the community, and we approached our work with compassion and authenticity. We pushed early care and education forward, and we connected on deeper levels with providers, community members, collaborators, and each other.

We made a positive impact for families, for providers, and for our community, while being true to our values of **collaboration**, **recognition**, **accountability**, **excellence**, and **joy**.

By leading with head and heart, we're moving early care and education into the forefront of community priorities- it's time. Read more about the highlights from this past year and how, with your support, ECCLC continues to rally support, resources, and awareness to ensure every young child in our community has quality early childhood experiences so they thrive from day one.



Christina N. Taylor, MPH  
Chief Executive Officer

"We're moving early care and  
education into the forefront.  
It's time."



Mims B. Harris  
President, Board of Directors

# Agency Values

Our team worked together to identify and define our agency values, which we are working to incorporate into all facets of our work - from job descriptions to annual reviews. These values serve as a guidepost for how we approach our day-to-day work, helping us keep our "why" front and center so children and families thrive.



Collaboration: We consistently and proactively collaborate with both internal and external partners, and with individuals and organizations who represent diverse backgrounds and perspectives. We demonstrate respectful behavior towards others, regardless of their background.



Recognition: We regularly offer recognition for others, and seek out feedback and opportunities for growth. We work to ensure that ECCLC is recognized as a strong and respected partner in the community. We take initiative to understand and recognize how bias, both implicit and explicit, shows up in our work and throughout the early childhood system.



Accountability: We demonstrate ownership of our work, accountability to partners and peers, embody a solutions-focused attitude, and connect our work to the mission, vision and goals of ECCLC. We understand that work to advance our agency competencies in diversity, equity and inclusion (DEI) is never complete and we are committed to being lifelong learners.



Excellence: We model integrity, take risks, learn from mistakes and strive to deliver undeniably good work in all aspects of our work. We model work/life balance, and set appropriate boundaries to ensure success. We welcome opportunities to learn from mistakes and strive to hold ourselves accountable when it comes to advancing our DEI competency.



Joy: We proactively seek ways to find satisfaction and purpose in our day-to-day work, and create space for fun and celebration with both internal and external partners.

# 2021-2022 Highlights

- Continued to develop key collaborations to address families' needs, from family-friendly workplaces to preventative mental health strategies
- In partnership with United Way of Larimer County, advocated for and funded more child care scholarships than ever before
- Supported the early care and education workforce with trainings, coaching, and educational scholarships
- Welcomed a team of early childhood mental health (ECMH) consultants to our organization
- Continued to explore public funding options for early care and education
- Provided statewide leadership through our involvement as the local coordinating organization (LCO) for Universal Preschool (UPK)
- Walked the walk by welcoming our employees with young infants into the workplace and proactively adjusting our paid leave and flex schedule policies
- Grew our team thoughtfully to ensure we are better prepared to meet the needs of providers and families in our communities
- Pushed ourselves to explore diversity, equity, and inclusion on a new level that will permeate our work to inspire systemic change



When you see the square icons, scan them with the camera on your phone to visit a webpage with more information.

# Whole Family

ECCLC continues to prioritize key partnerships throughout the community to ensure that Larimer County families are supported from day one. Working in partnership with local agencies that are also focused on helping families thrive has been both enriching and successful and embodies our commitment to **collaboration**.



## Inspiring Family-Friendly Workplaces

ECCLC held two sessions alongside Executives Partnering to Invest in Children (EPIC) and both the Loveland and Fort Collins Chambers of Commerce to educate employers about the importance of family-friendly policies and practices. This has spurred additional business partnerships that will be expanded to support a future ballot initiative in the coming year.



From top left: Yvonne Myers (Columbine Health) Ann Hutchison (FoCo Chamber), Christina Taylor (ECCLC), Nicole Riehl (EPIC), Amanda Miller (The Place Setting Company), Heather O'Hayre (LCDHS), Teresa Roche (City of Fort Collins), Farra Lanzer (Madwire), and Brian Unger (UCHealth)

50+

attendees at the Family-Friendly Workplaces sessions



## Disrupting the Cycle of Trauma



Through an ongoing partnership with the Willow Collective, a private practice specializing in Infant and Early Childhood Mental Health (IECMH), ECCLC provided primary prevention consultation services for organizations who serve vulnerable adult populations, including Larimer County Department of Human Services, Larimer County Community Corrections, and several housing agencies. The goal was to establish a multigenerational approach to care with the intent of disrupting the intergenerational cycle of trauma.

# Whole Family



## Uniting for Families

United Way of Larimer County created the Larimer Child Care Fund (LCCF) in response to the growing number of families that need assistance in accessing child care. Families that are ineligible for the Colorado Child Care Assistance Program (CCCAP) due to income, mixed immigration status, or other factors may qualify for LCCF. Recipients of the fund do not have to pay more than 15% of their income on child care annually.

United Way of Larimer County partnered with ECCLC and utilized our free-to-user, child care data solution, Larimer Child Care Connect, to launch the Larimer Child Care Fund. Larimer Child Care Connect allows families to search for high-quality child care near their home or place of work while also helping early childhood providers remain at their desired capacity. By adding the fund to the Larimer Child Care Connect platform, our two agencies have given families the opportunity to search for high-quality child care while also accessing information about financial support.



LARIMER CHILD CARE  
•CONNECT•

LARIMER CHILD CARE FUND

Learn more at [larimerchildcare.org](http://larimerchildcare.org)

# \$400k

Through LCCF, we distributed more than \$400k in child care scholarships, plus an additional \$90k through a grant to clear the waitlist for the initial application round.

# Whole Educator

Through our Early Childhood Coaches, Early Childhood Mental Health Consultants, and trainings, ECCLC strives to support early childhood educators inside and outside of the classroom. Our values of **excellence** and **recognition** drive our whole educator approach.

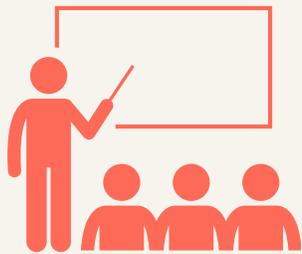
Snapshot of FY22 Trainings:	# of Training Hours	# of Participants
Colorado Foundations of Infant Mental Health	30	14
Confident and Resourceful Infants and Toddlers (CRIT)	12	8
Expanding Quality for Infants and Toddlers (EQIT)	120	60
Early Learning and Development Guidelines (ELDG)	6	29
The Pyramid Model	36	33
Family Child Care Home Pre-Licensing	15	8
Early Childhood Symposium: Understanding, Disrupting and Dismantling the Preschool to Prison Pipeline	5	171
The Diagnostic Classification of Mental Health and Developmental Disorders of Infancy and Early Childhood (DC: 0-5)	12	10
Darkness to Light: End Child Sexual Abuse	2	4
Trauma 101 presented by the CSU Trauma Resilience Assessment Center (CTRAC)	2	20



CSU Early Childhood Mental Health Fellowship Cohort- Fall 2021

# Whole Educator

ECCLC provided 12 early childhood mental health trainings to 319 individuals for a total of 2,095 training hours this past fiscal year. We are currently supporting 51 local early childhood professionals through the Infant and Early Childhood Mental Health Endorsement (IMH-E) process with the Colorado Association of Infant Mental Health (COAIMH).



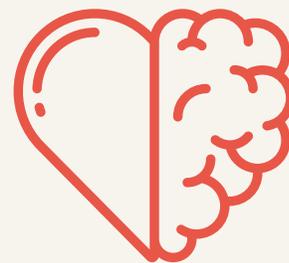
**12 ECMH  
trainings**



**319 Individuals**



**2,095  
training hours**



**51  
mental health  
endorsements**

# Whole Educator



## Scholarships

ECCLC provided higher education scholarships to 50 current and prospective ECE providers during the 2021-2022 year totaling over \$51,000. Additionally, in the fall 2021 and spring 2022, ECCLC partnered with Front Range Community College Foundation to expand access with their scholarship matching program, which increased our scholarship giving by another \$15,000 in matching funds.

19

ECE professionals received higher education scholarships with funding provided by Buell Foundation and City of Fort Collins



23

Students received higher education scholarships with funding provided by Buell Foundation, City of Fort Collins, and Front Range Community College Foundation



## Workforce Development

ECCLC is steadfast in our commitment to developing and supporting the early care and education workforce. To that end, we helped new licensed providers open (and stay open) and many providers access Stabilization Grant funding.

15

New licensed providers

266

Providers accessed Stabilization Grant funding



Check out the Early Childhood Report and Roadmap, which will guide our workforce recruitment and retention efforts in the coming years.

# Whole Educator



## Quality Improvement

Early Childhood Coaches supported quality child care for 56 early care and education sites with \$125,000+ in quality improvement funding and more than 1,200 hours of direct coaching. Early Childhood Mental Health Consultants provided services to more than 15 ECE centers throughout Larimer County.

8

ECE programs that went through a virtual Colorado Shines rating

16

Providers advanced from a CO Shines Level 1 to Level 2

6

providers advanced to a CO Shines Level 3-5



Heather Soderberg, IMH-E, an Early Childhood Coach with ECCLC received a proclamation from the Larimer County Commissioners, alongside early educators Susan Moreno and Allison Brinkhoff, designating May 6, 2022 as **Larimer County Child Care Provider Appreciation Day**.



## Emerging and Expanding (E&E) Grants

The Emerging and Expanding Child Care Grant Program was created by the Colorado Office of Early Childhood to expand access and availability of licensed child care throughout Colorado. In Larimer County, 18 early care and education sites were awarded more than \$790,000 this past fiscal year, resulting in 405 new licensed child care spots!

\$790K

E&E funds awarded to Larimer County sites

18

ECE sites that benefited from E&E Grants

 405

New licensed child care spots created

# Whole Community

ECCLC sees the big picture, which is why we take a whole community approach, rooted in our values of **collaboration** and **joy**, to ensure everyone is educated and inspired about the need for high quality early childhood experiences.



## CSU ECMH Fellowship

ECCLC established an intensive Fellowship program for Colorado State University social work students seeking specialization in early childhood mental health. Since the fellowships inception, 12 students have completed the program and committed to serving Larimer County with these skills by seeking employment locally for at least one year. This program has received recognition and funding from the Colorado Department of Early Childhood to explore scaling and replicability opportunities, with the intent of establishing a graduate certificate program in infant and early childhood mental health.



## Advisory Council



The Advisory Council Appreciation breakfast in May.

The Larimer County Interagency Coordinating Council (LCICC) partnered with ECCLC to combine our respective meetings, thereby ensuring effective cross-sector sharing and like-minded collaboration.

## Local Public Funding Stream

ECCLC convened a 17 member county-wide Steering Committee to explore the possibility of creating a dedicated local public funding stream to support early childhood care and education in our County. Upon the conclusion of this work, the group recommended that Larimer County Commissioners refer a proposal to the November 2021 ballot to create a county-wide dedicated funding stream for early care and education. Ultimately, we were unsuccessful at reaching an agreement on a ballot placement for 2021. However, ECCLC is still pursuing a local public funding stream for ECE and is hopeful to bring a new solution to the ballot in the coming years.

# Whole Head & Heart



## ECMH Consultant Team

Last year, as part of our ongoing early childhood mental health (ECMH) expansion efforts, ECCLC pursued hosting the Early Childhood Mental Health Consultant (ECMHC) program under our roof through a collaborative process with SummitStone Health Partners. ECMHC is a prevention-based indirect service that pairs a mental health specialist with families and professionals to build their capacity to strengthen and support the healthy social and emotional development of children ages 0–5 across child-serving systems (early care and education, home visiting, primary care, etc.). ECCLC was awarded funding from the Colorado Department of Early Childhood and the Buell Foundation to host the ECMHC team, which took effect on July 1, 2021. ECCLC also secured funding to add an additional FTE to the consultant team. During the last fiscal year, the ECMHC team was fully funded for four consultants who serve the greater Larimer County area, and a fifth who primarily serves the rural mountain community of Estes Park.



## Setting An Example

ECCLC walks the walk. We welcomed our employees with young infants into the workplace and proactively adjusted our paid leave and flex schedule policies. We supported a staff member who became a new foster mother overnight and others who juggled the demands of school-aged children.

We also grew our team thoughtfully to ensure we are better prepared to meet the growing needs of providers and families in our communities.



ECCLC staff at our annual year-end celebration.

# Whole Head & Heart



## Diversity, Equity, and Inclusion (DEI)

ECCLC has been taking steps to more authentically integrate diversity, equity, and inclusion (DEI) into all facets of our work, because we know that DEI is a core component of early childhood mental health. In spring 2022, ECCLC conducted in-depth research and local data analysis, the results of which demonstrate a desire among early childhood organizations, professionals and parents for more meaningful training and guidance on improving and implementing DEI initiatives. Utilizing best practices from the Diversity-Informed Tenets for Work with Infants, Children and Families and the Children's Equity Project as a framework, ECCLC has developed a set of internal and external recommendations that will act as a guide for this work in the coming years. ECCLC's Board of Directors approved these recommendations in June 2022.



## Funders, Staff, and Board of Directors

ECCLC would not be leading with head and heart if it were not for the generous support of our funders, staff, and board of directors.

**Anonymous Private Foundation**  
**Bohemian Foundation**  
**Buell Foundation**  
**Colorado Department of Early Childhood**  
**City of Fort Collins**  
**Early Milestones Colorado**

**Nordson Corporation Foundation**  
**Larimer County Department of Behavioral Health Services**  
**Larimer County Department of Human Services**



For a current staff list, visit the QR code on the left. For a current Board of Directors list, visit the QR code on the right.



# Whole Picture

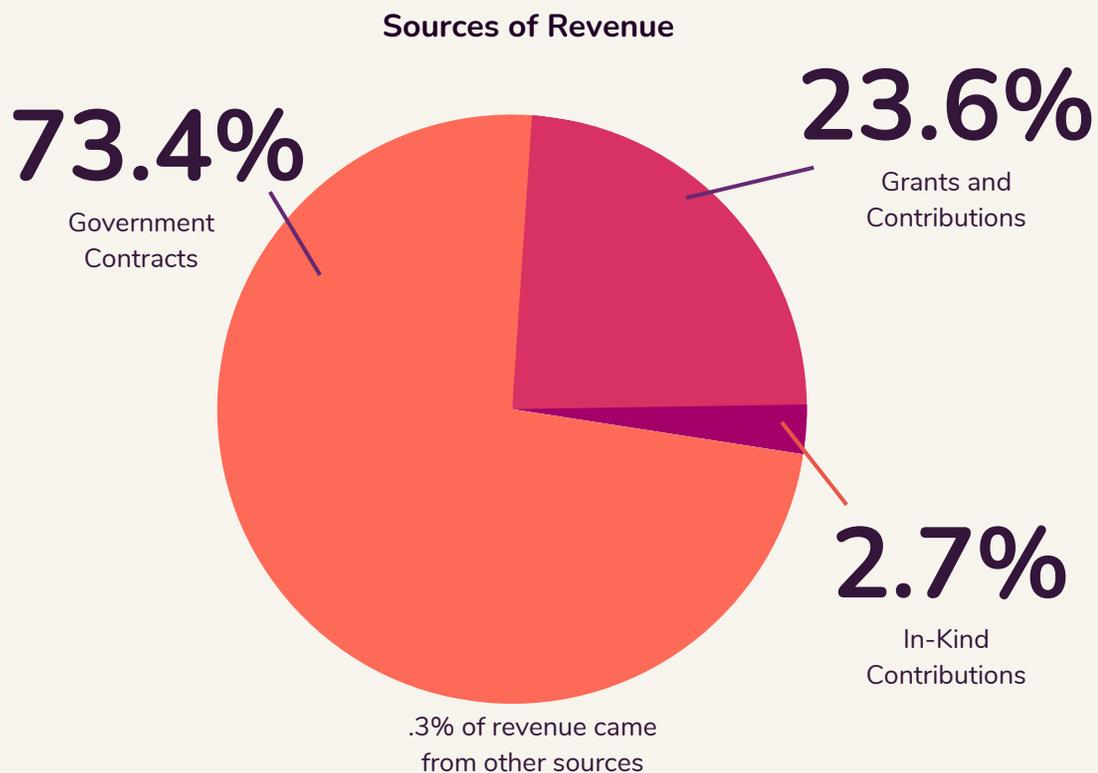
True to our values of **accountability** and **excellence**, ECCLC received a clean independent audit for the July 2021-June 2022 fiscal year.

Below are the highlights.



## Revenue

ECCLC operated with \$2.35 million in total revenue, up from \$1.4 million in the previous fiscal year, which is 68% increase.



68%

Increase in revenue from  
fiscal years 2020-2021 to  
2021-2022.



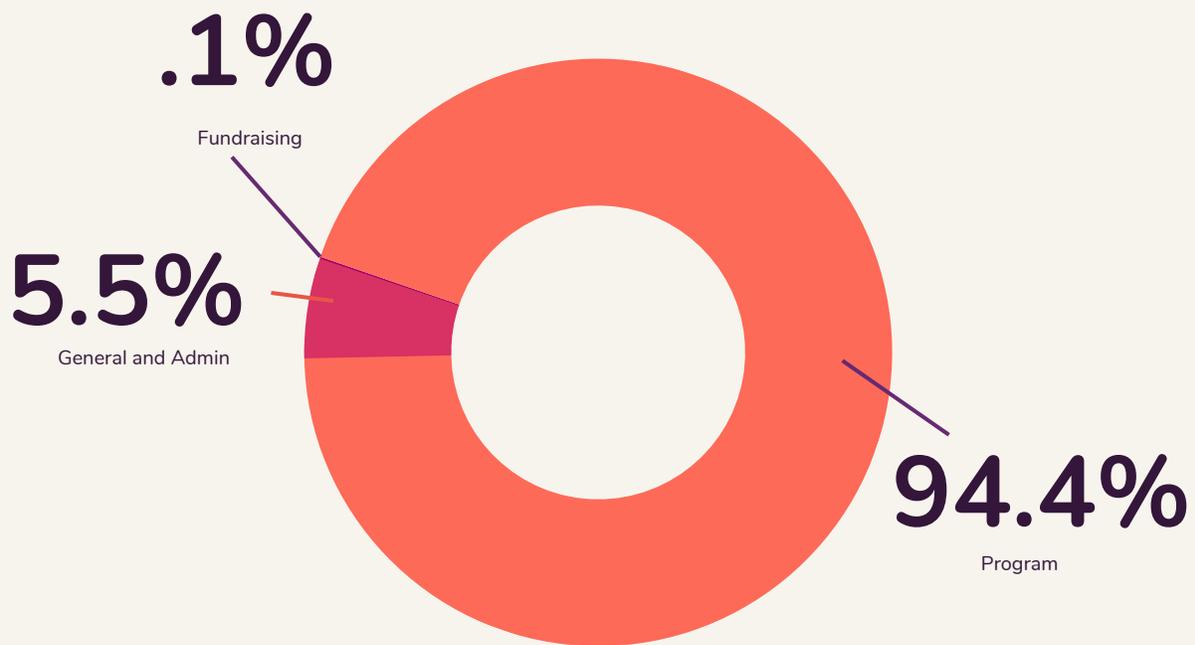
# Whole Picture



## Expenses

ECCLC operated with \$2.28 million in total expenses, up from \$1.2 million the previous fiscal year. The vast majority was spent on program expenses.

### Sources of Expenses



**\$720,457**

Total net assets at the end of the fiscal year,  
a 12% increase from 2020-2021.

# Early Childhood Council

of LARIMER COUNTY

Early Childhood Council of Larimer County (ECCLC) is an independent nonprofit organization that rallies support, resources, and awareness to ensure every young child in our community has quality early childhood experiences so they thrive from day one.

Whether in Estes Park or Wellington, Red Feather Lakes or Berthoud, every young child benefits from diverse, committed caregivers and engaged professionals in their lives. We know when this happens, children grow up healthier, happier, and ready for success in school and in life.

Early Childhood Council of Larimer County has been striving to dismantle systemic inequities and make this a reality in our community for decades. We work tirelessly and strategically together with everyone important in a young child's life, from parents to teachers, and from physicians to psychologists, to equitably modernize and prioritize early childhood experiences. We provide expert coaching and consultation, build leadership capacity, incubate innovative ideas, spearhead community collaboration, advocate for policies and funding, and design and pilot programs.

We only get one childhood. When every young child is cared for in an environment that invigorates their learning and supports their wellbeing, they are set up for a life of health and happiness, which elevates our entire community.

**Learn more at [ECCLC.org](https://www.ecclc.org).**