



Early Childhood Council

of LARIMER COUNTY

2022-2023
IMPACT REPORT

GAINING
GROUND

Gaining Ground

Dear Early Childhood Champions,

At Early Childhood Council of Larimer County (ECCLC), we say what we mean and do what we say. We're gaining ground in elevating early care and education as a local priority, while continuing to support providers, families, and partners with everyday realities. We're proud to say the early care and education landscape in Larimer County looks much different today than it did 20 years ago when we became an official 501c3 nonprofit. To say it simply: we've accomplished so much together, and yet we still have much more work ahead to ensure that every child in Larimer County thrives from day one.

As you'll read in the following pages, this year, more than ever, we invested in our people—our staff, providers, and partners. We continue to lead a thoughtful, well-informed effort to eventually secure a sustainable public funding stream for early care and education in Larimer County. We also led the introduction and rollout of Colorado's free Universal Preschool program, known as UPK Colorado, in Larimer County—an exciting and necessary step in ensuring all children have access to high-quality, affordable preschool.

We are amazed and inspired by early childhood champions like you. With your support—and by living our organizational values of collaboration, recognition, accountability, excellence, and joy—ECCLC is gaining ground in ensuring every young child in our community has high-quality early childhood experiences from the start.

Thank you!



Christina N. Taylor, MPH
Chief Executive Officer



Mims B. Harris
'22-'23 President, Board of Directors



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

COLLABORATION



In 2022, our team identified and defined our agency values, which have been incorporated 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 toward others, regardless of their background.

RECOGNITION



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



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



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



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.



Looking Back

Celebrating 20 years as a 501c3

Although the foundation of what would become the Early Childhood Council of Larimer County (ECCLC) began in 1997, 2023 marks ECCLC's 20th year as a 501c3. Here's a brief look back:



- 1997: Established in December of 1997 as one of Colorado's 12 original Consolidated Child Care Pilots, which became the first early childhood councils
- 1998: Initially operated as a community coalition with more than 40 active agency members and another 100 community supporters
- 2000: Hired first part-time staff for needs assessment (Wendy Watson)
- 2001: Part-time staff position transitioned to Council Liaison; first logo created
- 2002: Second staff position created
- 2003: Received 501c3 status in November; community coalition (now known as the Advisory Council) continues to meet monthly to address early childhood issues; hired first Executive Director (Wendy Watson)
- 2004: Office space at 3000 S. College, Fort Collins, combined three programs: Professional Development, Child Care Resource and Referral (CCR&R), and the Council. Later added coaches to the combined program areas, which was an existing Licensing Pilot Technical Assistance program
- 2005: Offered first After School Zone, EQIT, and Touchpoints trainings; second Executive Director hired (Anne Keire)
- 2006: Colorado passed HB 1062, which established early childhood councils in state statute and created an ongoing funding mechanism for ECCLC and other local councils
- 2008: Moved to second office location at 1730 S. College Ave., Fort Collins; third Executive Director hired (Bev Thurber)
- 2010: Logo, branding, and messaging updated
- 2010: Started offering Pyramid and Best Start for Babies trainings



Looking Back

- 2012: Developed first bi-annual early childhood workforce survey
- 2013: Helped create Be Ready, a Larimer County-wide collaboration to spur kindergarten readiness among children, families, schools, and the community
- 2016: Launched Leap Coalition, a community-wide effort to strengthen social emotional supports for young children
- 2017: Be Ready: Ready Set Kindergarten Guide released; office moved to 2850 McClelland Dr., Fort Collins
- 2018: "A Workforce Strategy and Major Economic Driver: Child Care in Larimer County" white paper released; launched Expanding Professional Possibilities in Early Childhood (EPPEC)
- 2019: Talent 2.0 "Recommendations to Address the Need for Additional Affordable Child Care in Larimer County" released; Leap Early Childhood Mental Health white paper was released; fourth Executive Director hired (Christina Taylor, who is now the CEO)
- 2020: Launched Confident and Resourceful Infants & Toddlers Training (CRIT); applied and advocated for more than \$500,000 in funding to support emergency needs, child care tuition and ongoing ECE operations during COVID; moved office to 424 Pine Street
- 2021: Updated logo, branding, and messaging; fully incorporated the Leap Coalition as a program area of the Council, known as the Early Childhood Mental Health (ECMH) Program, together with a team of ECMH consultants; launched a free Employee Assistance Program (EAP) for early childhood educators; created and launched Larimer Child Care Connect (larimerchildcare.org) and Larimer Thrive by Five (larimerthrivebyfive.org); launched Early Childhood Mental Health Fellowship Cohort with Colorado State University
- 2022: Became the Local Coordinating Organization (LCO) for Colorado's Universal Preschool program (UPK Colorado) in Larimer County; held first Provider Appreciation Awards
- 2023: Created two new diversity, equity, and inclusion (DEI) positions; developed a Public Equity Statement; launched Co-Op of Care Training; developed "Public Funding for Early Childhood" report



Led the rollout of UPK
Colorado in Larimer
County



Offered business
training and pre-
licensing training in
Spanish and English



44 children and their
families have benefited
from the Larimer Child
Care Fund

FY '23 Highlights

The 2022-2023 fiscal year (FY) was one packed with new programs, great learnings, and significant momentum as ECCLC continues to educate and inspire our community about the importance of high-quality early childhood experiences.

- Became the Local Coordinating Organization (LCO) for Universal Preschool in Colorado, known as UPK Colorado, and hired a Universal Pre-K Manager and Program Associate
- Became one of only three councils in the state to receive funding for a Staffed Family Childcare Network to support outreach and recruitment of family childcare homes (FCCH)
- Started administering the Larimer Child Care Fund, which has provided more than \$370,000 in tuition assistance for 44 children and their families
- Created two new diversity, equity, and inclusion (DEI) focused-positions: DEI Manager and DEI Associate
- Developed a Public Equity Statement
- In partnership with the BIPOC Alliance, launched Co-Op of Care Training
- Held Larimer Speak Up for Kids training
- Developed "Public Funding for Early Childhood" report
- Helped 14 providers secure \$1.15 million in Emerging & Expanding grant funding from the Colorado Department of Early Childhood, resulting in 477 new child care slots
- Developed and launched the Workforce Wellness Stipend program to study the effectiveness of monetary retention efforts
- Led 19 unique trainings for more than 400 participants
- Offered childcare business and family childcare home pre-licensing trainings in English and Spanish
- Held an Early Childhood Provider Appreciation Awards celebration and recognized 23 people and organizations
- Supported 44 early care and education (ECE) programs with more than \$125,000 in quality improvement funding and 1,161 coaching hours
- Helped 8 ECE programs go through the Colorado Shines rating process
- Provided 11 ECE centers and 2 family child care homes with Early Childhood Mental Health Consultation

Thank you!

Thank you to Mims Harris who wrapped up 10 years of service on ECCLC's Board of Directors as the '22-'23 fiscal year came to an end. Here's a look back at Mims' service over the years:

- 2013 - HR Committee Member
- 2014-2023 - Chaired the HR Committee
- 2014-2016 - Board Vice President
- 2016-2018 - Board President
- 2018-2023 - Chaired the Board Development Committee
- 2020-2023 - Board President

Mims has tirelessly donated her time and energy to the early childhood community in Larimer County not only as an ECCLC board member but also as a leader in numerous efforts. She has facilitated trainings for child care center providers and ECCLC staff; led the cultural consciousness committee at the Advisory Council; advocates for diversity, equity, and inclusion at every opportunity; and always advocates for legislation and voting. Mims continues to lead our local Be Ready school readiness and public awareness campaign. She brings partners together to address strategic changes in our community and facilitates conversations with local business and government leaders around early childhood issues.



Mims' expertise and passion for early childhood and her dedication to community impact is evidenced in all that she does. While Mims' time on the board has ended, we know her contributions and involvement in the community will continue. Thank you, Mims!

Above: ECCLC CEO Christina Taylor and Mims Harris. In December, ECCLC created the Miriam B. Harris Early Childhood Champion Award. The award is given annually to people who go above and beyond to champion early care and education in Larimer County. Mims was the first recipient.



Larimer County lost
28% of family
childcare home
(FCCH) programs
during the past 5
years



Received 1 of only 3
Staffed Family
Childcare Network
grants in the state



First organization in
the state to offer
pre-licensing course
in Spanish

Moving Forward

ECCLC has always prioritized partnerships throughout the community to ensure that Larimer County families have the resources and support to thrive. Partnering with local organizations to carry out this vision embodies our commitment to collaboration.

Staffed Family Childcare Network

Larimer County, like Colorado, has been losing family child care home (FCCH) programs during the past decade. In fact, over the past 5 years, the county has lost 28% of FCCH programs and almost a quarter of FCCH slots. The COVID-19 pandemic worsened this trend and contributed in part to the loss of 143 FCCH slots between January 2020 and January 2021. Increasing access to high-quality care will continue to be crucial.

Our Staffed Family Childcare Network (SFCCN) grant with the Colorado Department of Early Childhood (CDEC), one of only three in the state of Colorado, supports outreach and recruitment for family childcare homes (FCCH) in our county. Priority is given to FCCH providers who have recently become licensed (or are about to become licensed), represent underserved populations, provide infant and toddler care, or whose businesses are not generating sufficient revenue. We provide technical assistance, a licensing starter kit available in both Spanish and English, and intensive business training and coaching.

Child Care Business Training

ECCLC partners with the Larimer Small Business Development Center (SBDC) to offer child care business training. This past year, we conducted our first classes in English and Spanish.

Pre-Licensing Training

Our Early Childhood Workforce and Business Associate was certified to teach the new Colorado Department of Early Childhood Pre-Licensing Course, which was first offered in January 2023 in both English and Spanish. ECCLC was the first and is currently one of only two organizations in the state of Colorado offering the Pre-Licensing course in Spanish.



Disrupting the Cycle of Trauma

Our partnership with the Willow Collective to integrate early childhood mental health into other core systems in Larimer County continues to be an incredible example of collaboration, innovation and true systems-level change.

ECCLC supported the Willow Collective's collaboration with the Larimer County Department of Human Services (LCDHS) to explore the challenges, gaps, possibilities, and strengths faced by LCDHS (child welfare) in supporting the mental health of infants and young children. As a result, the Willow Collective hosted a comprehensive training for 105 LCDHS staff to provide baseline knowledge of the principles of infant mental health and how they apply to child welfare. In an anonymous post-training survey, 95% reported that the training was very or somewhat useful in their day-to-day work.

This past year, the Willow Collective also

- Underwent training to facilitate a group called Caring Dads, an intervention group for dads who have abused, neglected, or exposed their children to domestic violence
- Created a jail-based care coordination service for pregnant individuals who are incarcerated.

"This is something that should continue with our staff. It was apparent to me how important our understanding of infant mental health/child development is in informing our practice. When we have the time to come together to process our experiences with families and talk about how to apply the concepts we're learning, it helps to deepen our understanding and affirm the good work that is occurring."

Angela Mead, Deputy Division Manager, Department of Human Services

Larimer Child Care Fund

In 2022, ECCLC began working with the United Way of Larimer County to take on the administration of the Larimer Child Care Fund. The fund helps low- and moderate-income families afford high-quality care for their children at the licensed providers of their choice.



Learn More!

The fund is structured to provide scholarships to families who are not eligible for the Colorado Child Care Assistance Program (CCCAP) due to income, mixed immigration status, or other factors. Recipients of the fund do not pay more than 15% of their income on child care for an entire year. More than \$370,000 has been awarded to 44 children and their families.



Created two new
DEI-focused
positions



Added three
new paid
holidays for staff



Number of staff
who participated in
the DiversityFirst
training

Diving Deep

From investing in extensive staff professional development and process review, to expanding our impact more intentionally with community members who are often marginalized, ECCLC prioritized diversity, equity, and inclusion (DEI) like never before, leaning into our value of accountability.

Walking the Walk

- Created two new DEI-focused positions: DEI Manager and DEI Associate
- Invested substantially in diversity consultants and other DEI professional development opportunities for staff, including a facilitated deep-dive into our internal policies and procedures
- Three staff completed the intensive, week-long DiversityFirst training, resulting in nationally recognized certification
- Created a DEI resource library available for staff and community partners
- Participated in several events that support marginalized and diverse populations, including Latine Heritage Month and Juneteenth
- Added the following paid holidays to our ECCLC holiday leave schedule: Martin Luther King Jr. Day, Juneteenth, and Indigenous Peoples Day
- Created a Public Equity Statement that was approved by the board in June 2023:

Early Childhood Council of Larimer County is committed to meaningful and intentional action for the purpose of dismantling ongoing, systemic disparities impacting children, families, and caregivers. We aim for an equity-focused approach by intentionally prioritizing resources for those with unequal access and who currently and have historically suffered racial, economic, gendered, ability, and other bias-based injustices. To succeed, we acknowledge the necessity of thoughtful, ongoing anti-racism practices explicitly in this effort. Leveraging the intersection of early childhood education, mental health and diversity, equity and inclusion, we aim for transformative, relationship-based change to achieve positive lifelong outcomes. When children and families on the margins thrive, our whole community benefits.

Co-Op of Care Training

In May 2023, ECCLC partnered with the BIPOC Alliance to offer a Co-Op of Care Training. The goal was to engage with and provide foundational training and peer support opportunities to community members currently offering friend, family, neighbor (FFN) care to young children.



Goal to reach
15-30 BIPOC
caregivers
annually

Ideally, participants will become part of a directory of well-trained, licensed-exempt care providers who can be called upon for paid child care opportunities, such as nonprofit events and respite needs.

Co-Op of Care training participants received a stipend for their time; breakfast and lunch on the day of the training; CPR & First Aid certification; and basic early childhood training. They also established ongoing connections to licensing resources and support from ECCLC. Our goal is for this partnership to reach an estimated 15-30 Black, Indigenous, People of Color (BIPOC) caregivers from nontraditional areas of care across Larimer County annually.



Learn More About
the BIPOC Alliance.



405 people
benefited from
ECCLC trainings



Number of
unique trainings
offered



22 potential
family childcare
home providers
participated in
Pre-Licensing
training

Guiding & Inspiring

Our team provides trainings and support to early childhood educators inside and outside of the classroom. Our values of excellence and recognition fuel our commitment to educating and supporting the early care and education workforce.

Snapshot of FY23 Trainings:

of Training Hours

of Participants

The Growing Brain

9

25

The Growing Brain -- Poudre School District
Futures Lab

1

9

Expanding Quality for Infants and Toddlers (EQIT)

144

68

Early Learning and Development Guidelines (ELDG)

6

29

The Pyramid Model

13.5

21

The Pyramid Training of Special Recognition

45

27

Colorado Foundations of Infant Mental Health

30

10

FLIP IT: Addressing Challenging Behavior

4

54

Foundations of High Quality Environment

2.5

6

Circle of Security Parenting

5-16

8

Using ELDG to Support Developmentally Appropriate
Practices

2

22

Using the ELDG for Observations & Lesson Planning

6

10

Building Blocks of High Quality Practices

1.5

23

Foundations of Supportive Environments

1

6

Fostering Strong, Secure Relationships Between
Children and Their Caregivers

2.25

6

Promoting Social and Emotional Skills in the
Classroom

4.5

10

Co-Op of Care Training

8

10

Family Child Care Home Pre-Licensing

15

22

SBDC Early Childhood Business Training

12

39



Program and Teacher Support

ECCLC offers an array of services to support early care and education professionals in their work with young children. Our Early Childhood Coaches work with individuals providing direct care to children, licensed family child care home providers, and licensed child care program administrators. Coaches provide support for program quality improvement, Colorado Shines rating participation, and more. Our Early Childhood Mental Health Consultants use evidenced-based practices to advance social-emotional and behavioral health outcomes among children, families, and early childhood professionals.



44 ECE programs supported by ECCLC Coaches



\$125,000 provided in quality improvement funding



13 ECE programs supported by ECMH Consultants



8 ECE programs participated in the CO Shines rating process



4 ECE programs advanced from a CO Shines Level 1 to Level 2



1 ECE program advanced to a CO Shines Level 3-5

Emerging and Expanding Grants

In early 2023, the Emerging and Expanding (E & E) Grant from the Colorado Department of Early Childhood was launched for a second time. With support from ECCLC's Early Childhood Coaching Team, 14 providers had received \$1.15 million in funding as of June 30, 2023.

E&E grants are focused on adding additional childcare slots to the community and using funding for capital projects, classroom materials, technology, start-up costs, and quality improvement coaching.



Number of new childcare slots added to Larimer County in 2023 thanks to E & E funding

8

Participants in the Early Childhood Mental Health Fellowship Cohort



28

Higher education scholarships totaling more than \$34,000



4

Professional development scholarships totaling more than \$1,600

2023 Early Childhood Mental Health Fellowship Cohort

The 2023 Early Childhood Mental Health Fellowship Cohort included 8 bachelors, masters, and doctoral-level Colorado State University students. Participants were paired with a host site (Willow Collective, Poudre School District, Thompson School District, The Family Center/ La Familia). They met weekly for didactics and reflective supervision over 16 weeks. The students learned about the many different career paths available to them in the field of early childhood, while also building an invaluable professional network. This was the third year of the program, which will continue for the '23-'24 year.



Above: Leaders and participants of the 2023 Early Childhood Mental Health Fellowship Cohort

Early Childhood Education Scholarships

ECCLC provided higher education scholarships to 28 current and prospective early childhood education (ECE) providers during the 2022-2023 year, totaling more than \$34,000. The scholarships were made possible thanks to support from the City of Fort Collins, the Buell Foundation, and a private foundation.

With funding from the Buell Foundation, ECCLC also provided professional development scholarships to 4 early childhood educators totaling more than \$1,600. The scholarships were used for Play Therapy Training, Zero to Three DC:0-5 Clinical Training, Child Development Associate (CDA) Credential Training, and to attend the 18th World Congress for the World Association for Infant Mental Health Conference.



Community Innovation and Resilience for Care and Learning Equity (CIRCLE) Grant

Workforce Wellness Stipend Pilot Program

With funding from the Community Innovation and Resilience for Care and Learning Equity (CIRCLE) Grant from Early Milestones Colorado, ECCLC created a pilot program to offer stipends to support the wellness of educators and staff. Four nonprofit child care programs that serve our most vulnerable populations participated (Teaching Tree Early Childhood Learning Center - Fort Collins & Loveland; Respite Care, Inc.; The Family Center/La Familia; and Thompson Valley Preschool). Three rounds of stipends were given to staff between October 2022 and May 2023. Staff at all 4 centers noted an increase in being able to meet their basic needs and take times for themselves. Staff retention at all 4 centers also greatly improved.



88% of employees were retained as staff during the Workforce Wellness Stipend pilot program



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

"The stipends made a huge difference for our staff. Our retention rate went up significantly. It was an amazing partnership with ECCLC, and I've now secured additional funding to continue the program at least through this fiscal year. Every little bit helps, and the stipends are a great way for staff to feel recognized and appreciated."

Anne Lance, Executive Director of Teaching Tree Early Learning Center

University of Denver PELE Center

Through a separate CIRCLE Grant, ECCLC Early Childhood Coaches and Early Childhood Mental Health Consultants worked with the Positive Early Learning Experiences (PELE) Center from the University of Denver. They were trained in best practices related to creating inclusive environments for children with disabilities. The PELE Center is a research, development, and technical assistance center committed to improving inclusive experiences for young children, their families, and the professionals who serve them.



3,551
estimated
4 year olds in
Larimer County



Percentage of
early care and
education
providers in
Larimer County
offering UPK
Colorado



Learn More!



3,300 total UPK
Colorado spots
available in
Larimer County

UPK Colorado

ECCLC was chosen to be the Local Coordinating Organization (LCO) for Universal Preschool (known at UPK Colorado) in July 2022. As Larimer County's LCO, ECCLC is responsible for supporting families in navigating enrollment, tracking and reporting on seat availability in preschools, communicating with and supporting providers, and helping ensure UPK Colorado is effectively implemented in Larimer County.

To support this effort, ECCLC hired Logan Mansanarez as the Universal Pre-K Manager in September 2022 and Melia Goto as the Universal Pre-K Associate in March 2023.

Universal Preschool Colorado highlights:

- Originated from the voter-approved Proposition EE.
- Launched for the 2023-2024 school year.
- Provides at least 15 hours a week of high-quality, voluntary preschool to every Colorado child in their year before entering kindergarten.
- Allows families to choose the right setting for their child, whether it is in a licensed community-based, school-based or home-based preschool setting
- As of June 2023, 110 out of 258 early care and education providers (43%) in Larimer County were planning to offer UPK Colorado.
- There are an estimated 3,551 four year olds in the county, and approximately 2,051 had enrolled in UPK Colorado before the '23-'24 school year.



Left: ECCLC's Communications Manager Tessa Currie and ECCLC's Universal Pre-K Manager Logan Mansanarez at a UPK Colorado outreach event in Estes Park.

Appreciating & Advocating

ECCLC believes in appreciating our early care providers and advocating for change in our community. Rooted in our values of collaboration, recognition, and joy, we ensure everyone is educated and inspired about the need for high quality early childhood experiences.

Provider Appreciation Awards

In December, ECCLC held an awards ceremony for early childhood providers and champions in Larimer County. The event took place at Rio Grande Restaurant in Fort Collins and 125 people attended. Providers were celebrated throughout the night with drinks, dinner, gift bags, raffle prizes, and recognition.



Above: Lincoln Ell, Lauren Leary & Diane Hathaway of United Way



Above: Heather Blanco, ECCLC's CPO & Sara Schmidt of Sunshine House McKee



Above: Christina Taylor, ECCLC's CEO & Miles Kailburn of Old Town Media

"The dinner tonight was so nice and really appreciated by myself and my friends that were there. ECCLC did a great job at making us feel special."

Awards Dinner Attendee

Ongoing Provider Appreciation

For Provider Appreciation Month in May, ECCLC gave away 25 gift cards to providers who were nominated by families as well as 11 raffle giveaways. We also sent out more than 75 provider appreciation thank you cards that the ECCLC advisory council attendees made at our May meeting.

ECCLC sent Lakeshore Learning gift cards and thank you notes to more than 100 providers participating in UPK Colorado during its inaugural year.



People attended the Larimer Speak Up for Kids event



Licensed child care meets only 25% of projected demand for infants and toddlers



Learn More!

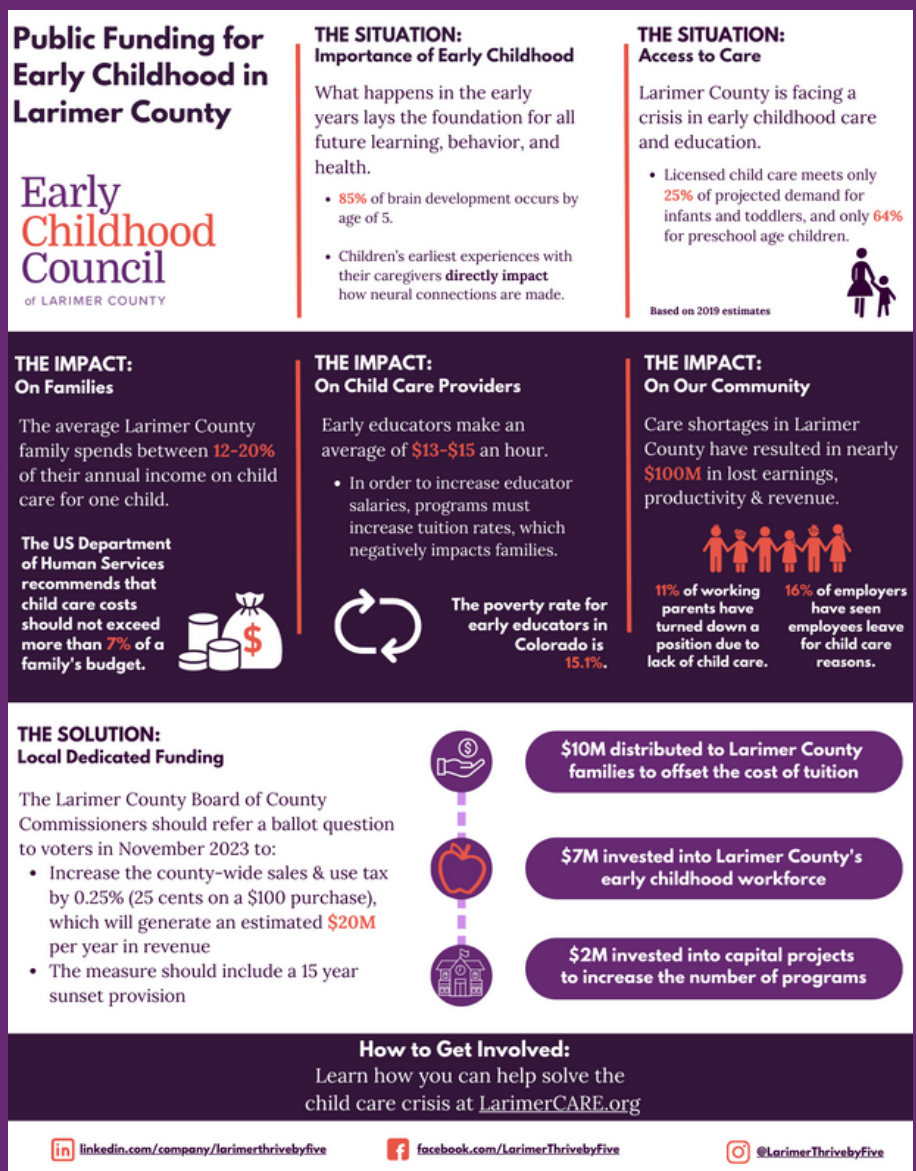


Early childhood educators make an average of \$13-\$15/hour

Larimer Speak Up for Kids

ECCLC hosted an advocacy training called Larimer Speak Up for Kids on April 5. The training included information about ECCLC's renewed efforts to create a local public funding stream to support Larimer County's early childhood system. Guest speakers discussed early childhood advocacy at the state and local level, including a Q&A panel with local elected officials.

At the training, ECCLC released a new report, "Public Funding for Early Childhood." The report outlines how the revenue generated from a successful ballot measure will work toward ensuring that no family in Larimer County is paying more than 10% of their annual income on childcare costs.





Fostering Community

From Bike to Work Day to Poudre School District events, ECCLC was out and about to educate and inspire the community. ECCLC was honored to be named 2022 Collaborator of the Year by United Way of Larimer County, and our Chief Strategy Officer Liz Means was awarded the BizWest's 40 Under 40 recognition.





For a current Board of Directors list, visit the QR code above.



New manager-level positions created in '22-'23



For a current staff list, visit the QR code above.



Implemented ongoing feedback and consistent performance reviews

Funders, Staff, and Board of Directors

ECCLC would not be gaining ground without the generous support of our funders, staff, and board of directors.

Anonymous Private Foundation
Bohemian Foundation
Buell Foundation
Children's Funding Accelerator
City of Fort Collins
Colorado Department of Early Childhood
Early Milestones Colorado
Gary Community Ventures
Nordson Corporation Foundation
Larimer County
Larimer County Department of Behavioral Health Services
Larimer County Department of Human Services
United Way of Larimer County



Above: ECCLC staff, August 2023

Growing Within

In our commitment to continuing to develop our staff, ECCLC created 7 manager-level positions in the fall of 2022. Six of those positions were filled internally. To develop skills, all managers and leadership team members participated in a 7 part, 7 month leadership training with other nonprofits including United Way of Larimer County, the Health District of Northern Larimer County, and the Fort Collins Museum of Discovery.

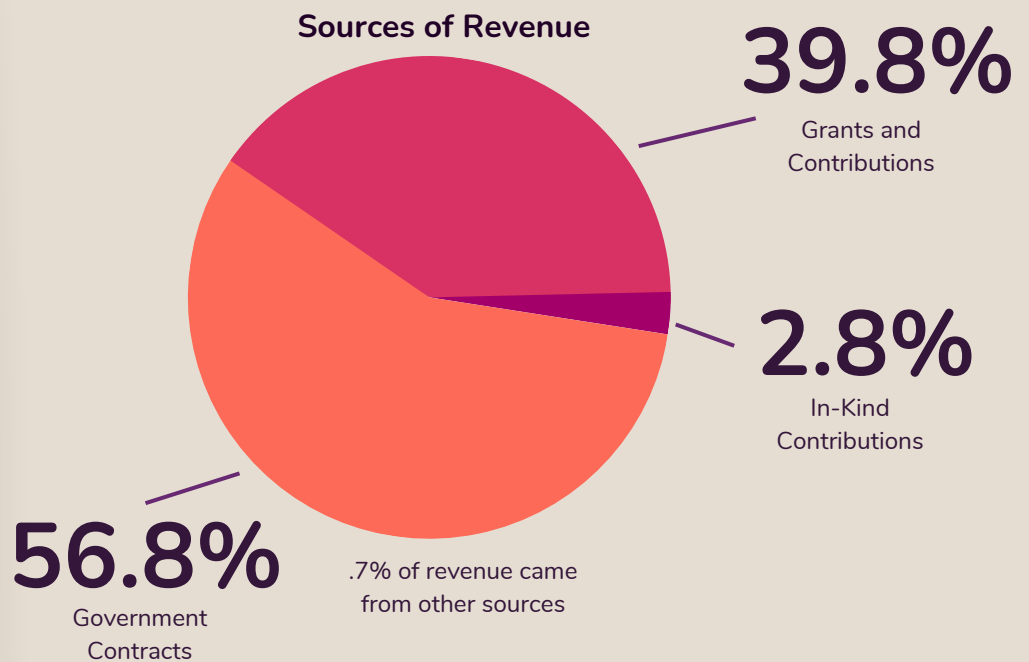
ECCLC also implemented a more consistent performance review process with ongoing feedback and check-ins, as well as regular all-manager meetings.



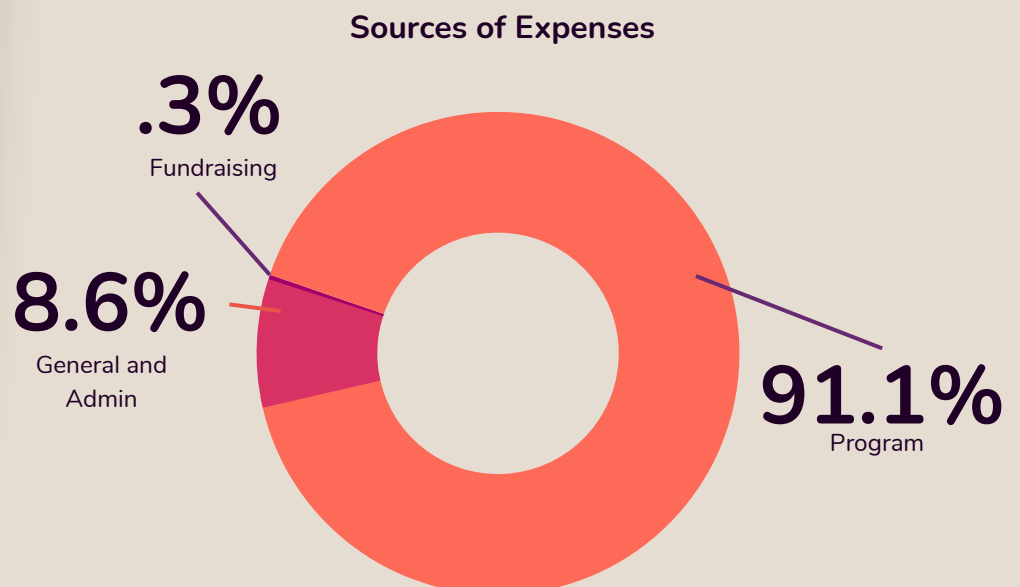
Sustaining & Maintaining

True to our values of accountability and excellence, ECCLC received a clean independent audit for the July 2022-June 2023 fiscal year. Below are the highlights.

\$2.18 Million in Revenue



\$2.14 Million in Expenses



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://ecclc.org).

**Child care should
be AFFORDABLE.**
Do you agree?

LEARN MORE AT **LarimerCARE.org**