

# 2014-15 Annual Report



educational child care center • an exceptional place for young children • learn, laugh, grow



# EC3 2014-15 Annual Report

LETTER FROM THE EXECUTIVE DIRECTOR .....	2
BOARD OF DIRECTORS .....	3
LETTER FROM THE BOARD CHAIR.....	4
STAFF STORIES .....	5
PARENT STORIES .....	7
THE NUMBERS .....	9
LIST OF DONORS.....	11



## ***Our Mission:***

EC3 provides developmentally appropriate child care in a nurturing environment that promotes growth of the whole child while responding to the needs of the family.



# Letter from the Executive Director

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Every now and again I go into one of EC3's classrooms and read to the children. Typically I bring a book that was one of my childhood favorites, and while I read I am reminded what it was like to be transported by listening to a story.

EC3 has a story of its own—one that began even before its doors first opened in 1984. State government employees from several departments began convening and surveying parents as early as 1975, building momentum through the early 1980s, toward the increased demand for high-quality early learning. In his 1984 State-of-the-State address, Governor James Blanchard directed state agencies to establish pilot child care programs by the end of 1985. EC3 was born out of this ten-year effort, beginning a new chapter of its story.

Intertwined with EC3's story are those of its teachers and families—observations, memories, experiences, and dreams for the future can be found in these other stories. Several such stories are told and depicted on these pages so that the reader may sense EC3's unique personality from several perspectives. Taken together, these stories help us celebrate how far we've come in three decades, and they help us build on that legacy in a way that keeps us true to our core mission.

The unifying theme of all these stories is the love of children, the commitment to high-quality early learning, and the support of hard-working families in the Greater Lansing area. This support comes not only in financial form, but also through the time and talents of families, friends, and neighbors who participate in our community-building efforts. These vital contributions make EC3 a truly remarkable place, for families and employees alike.

I am pleased to present this report to EC3's stakeholders, and I look forward to each new chapter we write together.

Sincerely,

Elisabeth Weston, Executive Director



*Elisabeth Weston shares a lunchtime story with toddler friends*

# Board of Directors

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**Brad Barron**

Clinic Policy Specialist, MDHHS Medical Services Administration

**Jasmine Brown-Moreland**

Legislative Assistant, State Representative Leslie Love

**Katie Carey**

Press Secretary and Communications Director, House Democratic Leader Tim Greimel and the Michigan House Democratic Caucus

**Cameron Cichocki, Treasurer**

Investment Consultant, Alerus Retirement Solutions

**Peter Cunningham**

Assistant Executive Director and Director of Governmental Relations, State Bar of Michigan

**Lauren Gewirtz, Vice Chair**

Elementary Educator, Lansing School District

**Rachel Mangiavellano**

Career Consultant, College of Engineering, Michigan State University

**Stephen Purchase, Chair**

Vice President, H Incorporated

**Matt Resch**

President, Resch Strategies

**Ryan Roberts**

IT Professional, Michigan State University

**Stephanie Winslow, Secretary**

Vice President of Government Strategy, LeadingAge Michigan



**Celebrating the 2015 holidays:** Betsy Clinton (Program Director), Kevin Goodwin (former Board member), Jennifer Estill (former Board member), Lauren Gewirtz, Ryan Roberts, Deb Derr (former Board member), Steve Purchase, Dana Kromer (former Board member), Cameron Cichocki, Peter Cunningham, Stephanie Winslow, Brad Barron, Elisabeth Weston (Executive Director)

# Letter from the Board Chair

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The 2014-2015 fiscal year was significant for EC3 in several ways. We experienced growth in enrollment; we saw many members of our teaching staff attain new and greater credentials in the early learning field; and we reached fundraising goals that exceeded any in the past. In addition, several initiatives were begun that will bolster EC3's legacy and reputation as a leader in early education best practices.

- We entered into a collaborative partnership with Capital Area Community Services to provide low-income families with free child care through an Early Head Start grant.
- We enhanced our nutritional practices and training to become eligible to participate in the Michigan Department of Education's Child and Adult Care Food Program, where a portion of our food expense is reimbursed through a grant from the U.S. Department of Agriculture.
- The Board of Directors held a retreat to monitor progress toward EC3's strategic goals.
- We began the process of adopting a new curriculum to align our instructional practices with outcome measurements that give both teachers and parents a better understanding of children's learning abilities and styles.



Steve Purchase, Chair, EC3 Board of Directors

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These accomplishments are only part of the story, of course. EC3's staff and Board of Directors continue to promote growth and realize improvements in the years ahead—both for the program and for the infrastructure. We continue to explore ways to earn revenue from non-tuition sources so that EC3 remains strong through its regular business cycles. Likewise, we will continue to model the highest standards for EC3's teachers in an effort to advocate for professionalism in the early learning field.

Over the next year, EC3 will continue to use its unique position in the Greater Lansing community to enhance early learning for the benefit of all families. We are grateful for the support of so many families and staff members, both current and former, and we are optimistic about our prospects for success.

Sincerely,

Stephen Purchase, Board Chair

## WORKING WITH CHILDREN

Parents at EC3 who notice a paint- or glitter-covered person walking and singing down the hallway with toddlers on any given day shouldn't be alarmed! It's just me, Ada, and I am a toddler teacher. The reason I am singing (besides the fact that it is fun) is that playing with words and rhymes builds cognitive connections in children's brains and gives them permission to play with words in new ways, even if they do not articulate them quite yet. The reason I am covered in paint and/or glitter (these *were* clean clothes this morning, I swear!) is that hands-on exploration of the world! not to mention trying to feed yourself independently! is MESSY!

These activities (painting with squirt bottles, pounding on drums with glitter, filling containers with seeds) are giving children confidence to explore and make their unique mark on the world. They are gaining fine motor and pre-math and science skills that will enable them to become creative problem solvers who can reason things out. You may hear some crying (really, it is okay) because learning how to interact appropriately with peers and articulate emotions when you can't quite talk is frustrating. EC3 parents know that I am supporting their child and directing them in appropriate ways to respond, while acknowledging their emotions (sometimes you just gotta cry.) These children are your most precious possession and will influence a world that is entirely different from ours, but because of the foundation you have given them at home and the investment you allow us as teachers to make in their lives at EC3, they will do well. Each child has a space in my heart and it makes me happy to hear when they succeed.



Ada Scott, EC3 Toddler Teacher

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**--Ada Scott, Toddler Teacher**

## CURRICULUM AND ASSESSMENT

As EC3 strives towards excellence, we continually evaluate our curriculum and assessment standards. This year, the staff at EC3 began using the "Creative Curriculum," developed by Teaching Strategies for Early Childhood. This research-based program, while philosophically similar to our past instructional model, has added benefits not previously incorporated in EC3's curriculum. Both the "Creative Curriculum for Preschoolers" and the "Creative Curriculum for Infants, Toddlers & Twos" address planning, instruction, and assessment, helping us prepare children for kindergarten and beyond.

- The Creative Curriculum is based on 38 objectives for development and learning, which are fully aligned with the *Head*



Betsy Clinton, EC3 Program Director

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*Start Child Development and Early Learning Framework* as well as early learning standards for every state.

- It addresses all the important areas of learning, from social-emotional and math to technology and the arts, and incorporates them throughout every part of every day.
- The curriculum helps teachers and caregivers implement developmentally appropriate practices and offer responsive daily routines and meaningful experiences that nurture learning and development.
- It offers daily, built-in opportunities for observation, helping teachers and administrators clearly see the strong relationship between curriculum and assessment.
- The curriculum is paired with an assessment program to maximize learning opportunities.
- The Creative Curriculum contains guidance for individualizing instruction, helping teachers meet the needs of all learners, including advanced learners and children with disabilities.
- It provides built-in guidance for building meaningful partnerships with families that are an essential factor in any program.

Weekly Teacher Lesson Plans will continue to present parents with a range of fun, age-appropriate activities designed to challenge and support growth in all areas of learning. Consistent daily routines help support a child's emotional comfort and promote opportunities to learn in a hands-on, play-based environment.

More information about the Creative Curriculum is available at <http://teachingstrategies.com/curriculum/products/>. Additionally, sample instructional materials are available in the EC3 office.

***--Betsy Clinton, Program Director***

## **PROFESSIONAL DEVELOPMENT**

Working with children is rewarding in many ways, but it can also be very challenging at times. EC3 allows me to play, get messy, be myself, and yet be professional. EC3 is great about encouraging and helping its teachers to further their own education and professional development. They are strong supporters of teachers who are working towards their CDA Certifications—they helped me obtain mine! EC3 believes in a brighter future for teachers AND children.

***--Christina Young, Infant Teacher***



Christina Young, EC3 Infant Teacher

# Parent Stories

*Comments from the parent survey distributed in September 2015*

## RELATIONSHIPS AND CHILD DEVELOPMENT

- I have learned so much watching the teachers interact with my daughter. I love that they use a gentle/peaceful approach and encourage my daughter to think about her behaviors/actions towards others.
- I truly enjoy the staff, activities, and quality of care my daughter receives at EC3!
- EC3 is such a special place. We love the care our son receives and the support he and we get from everyone at EC3. We couldn't be happier.
- I have been very impressed with how much he's learned in the infant room and how patient and nurturing the teachers are.
- Teachers are very experienced have a lot of knowledge about child development.
- They help me understand if what my child is going through is normal for their age. Gives me ideas for things that I can do to help my child. The teachers at EC3 are wonderful.
- Thank you for providing a wonderful learning environment for my child. I know that when he goes to kindergarten, he will be well prepared academically and socially.



## COMMUNICATION AND COMMUNITY

- The communication (white) board is a great quick way to see what they did that day.
- I am extremely impressed with the information sharing that comes from EC3. I never feel as though I have to ask for information, as it is shared freely with me on a daily basis.
- They (the teachers) are our eyes and ears and do an awesome job letting us in on our child's daily life.
- I truly enjoy the Mom's Lunch, the opportunity to learn about other families, and discuss our families.
- We have attended many birthday parties and events with our children's school friends! We have also connected on social media and through e-mail.
- We are so lucky to have such a wonderful school in our neighborhood. Thank you EC3 for helping to raise our children. We love you!
- EC3 really is the best child development center in the region. Thank you for the care you provide to my child every day. We are proud to be an EC3 family!



## INTEGRITY AND VALUE

- Worth EVERY penny.
- It is a great place and we are thrilled to have our child there.
- I trust EC3 with the most important thing in my entire world. The staff and leadership have earned that trust. Please keep up the good work, friends.
- EC3 has been a great place these last four years. We have been very happy with each of the classrooms and all of the teachers. We will miss this place dearly! Thanks for being our partner in helping our child grow and learn so much!
- EC3 is wonderful! It eases my mind that I know that my child is in a safe and learning environment when I am at work.



# The Numbers

## Statement of Financial Position (Audited)

	9/30/2015	9/30/2014
<b>ASSETS</b>		
Current assets		
Cash	\$ 12,480	\$ 5,228
Accounts receivable	48,625	7,837
Prepaid expenses	2,182	8,516
Total current assets	63,287	21,581
Fixed assets, net of accumulated depreciation	453,597	451,007
<b>TOTAL ASSETS</b>	<b>\$ 516,884</b>	<b>\$ 472,588</b>
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Current liabilities		
Accounts payable	\$ 19,130	\$ 21,718
Accrued wages	45,048	35,377
Accrued vacation	11,489	10,879
Other accrued liabilities	1,395	838
Line of credit	39,182	49,774
Deferred revenue	8,962	12,171
Mortgage payable	241,705	
Current portion of mortgage payable		15,995
Current portion of lease payable	2,994	2,779
Total current liabilities	369,905	149,531
Noncurrent liabilities		
Noncurrent portion of mortgage payable		241,705
Noncurrent portion of lease payable	1,610	5,224
Total noncurrent liabilities	1,610	246,929
<b>TOTAL LIABILITIES</b>	<b>371,515</b>	<b>396,460</b>
<b>NET ASSETS</b>		
Unrestricted	115,281	49,599
Temporarily restricted	30,088	26,529
<b>TOTAL NET ASSETS</b>	<b>145,369</b>	<b>76,128</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 516,884</b>	<b>\$ 472,588</b>

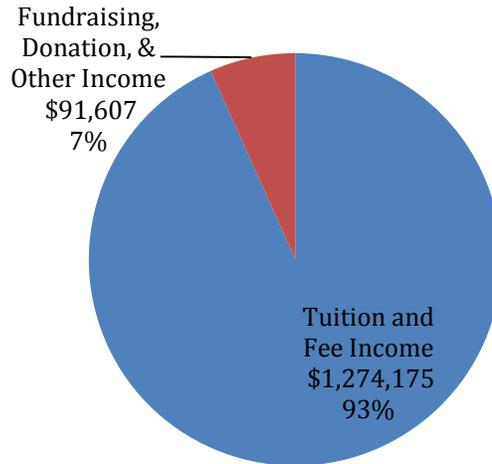


EC3 has traditionally brought in most of its operating funds from tuition and fees paid by families of enrolled children, and this was the case in FY 2014 (October 1, 2014 through September 30, 2015).

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### FY 2014 Revenue

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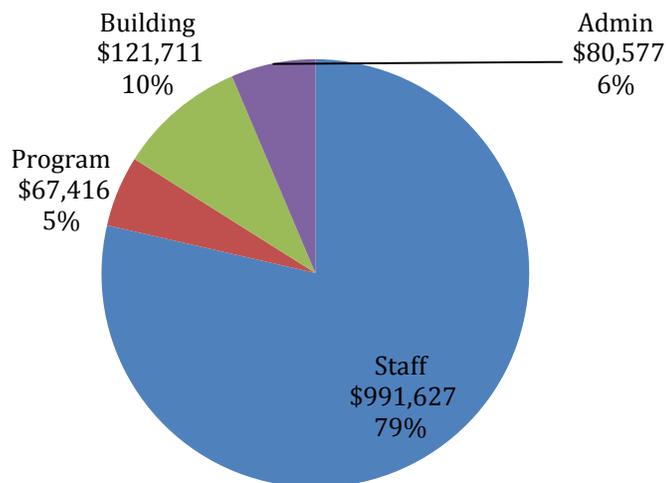


Appropriately for a 501(c)(3) nonprofit organization, the vast majority of EC3's budget (approximately 84%) was spent on its program—that is, the staff and materials used to care for and educate children and their families. Owning a 1929-built structure brings with it an ongoing host of repairs and improvements, but EC3 has managed to contain such costs to just 10% or less of its budget. Administrative expenses took up the remainder.

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### FY 2014 Expenditures

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# List of Donors

## FY 2014 CORPORATE DONORS

Adna Technologies  
Foster Swift, PC  
Gladstone Printing  
GrandAir Aviation  
Home Depot  
Lifetouch  
McNamara Heating & Cooling

Meijer  
Minuteman Sewer & Drain Cleaning  
Morris Mechanical Contracting, Inc.  
R.M. Electric  
Redhead Design Studio  
Resch Strategies  
Saper Galleries

Scholastic Book Fairs  
Tannin of Okemos  
The Benevity Community Impact  
Fund (matching funds)  
Vibrant Greens LLC  
Voss Financial Services

## FY 2014 FAMILY DONORS

David & Sharon Acevedo  
Jill Arnold & Matt Penniman  
Chris & Amy Babcock  
Brad & Mary Jo Banasik  
Russell & Cori Barkman  
Julie Barron  
Brad & Katie Barron  
Andrew & Linda Beach  
Bill Besley  
Brad & Mindy Biladeau  
Jonathan & Kyre Blair  
Patrick & Stephanie Blandford  
Michael & Lavonne Blonde  
Kurt & Mary Boegner  
Andaluna Borcila & Matt Miller  
Lisa Brewer-Walraven  
Jasmine Brown-Moreland  
Brian & Lauren Broyles  
Anna Campbell  
Elizabeth Campbell  
Sean & Katelyn Carey  
Betsy Clinton  
Janis Coye  
Josh & Dana DeBruyn  
Amy Derosier & Kevin Goodwin  
Will & Deb Derr  
Dan & Lois Despres  
John & Jennifer Dewane  
Neil Dontje  
Julie Douglas  
Kevin Durkee  
Jennifer Enterline  
John & Jennifer Estill  
Cindy Faulkner  
Jeff & Dawn Fedewa  
Robert & Emily Fijol  
Erin Fratella  
Gary & Judy Friske  
David & Diane Gewirtz  
Jon & Lauren Gewirtz  
Luke & Jessica Goodrich  
Amy Hertel  
Paul & Nancy Hillemonds  
Andrew & Alisa Hoffman  
Michael & Ana Horn  
William Hubbard & Lydia Sanchez  
Daria Hyde  
Charley & LeaAnne Janssen  
Colleen Johnson & Ellen Ives  
Todd & Kim Jorns  
Katherine Kahl & Jody Simoes

Judith Kamarainen  
Pete Kamarainen  
Melissa Keeley & Corwin Smidt  
Reanna Kelley  
Mike & Kate Kingsley  
Dana & Andrea Kirk  
Steve & Nancy Klukowski  
Mark & Dana Kromer  
Nell Kuhnmuench & Roy Saper  
Jay & Shannon Laing  
Keith & Kelly Lambert  
Robert & Jennifer LeFevre  
Les & Mary Leone  
Christian & Sarah LeSage  
Kent & Angie Leslie  
Julie Lewis  
Scott & Jaime Lewis  
Kathryn Loomis & Jeff Irwin  
Dan & Melissa Lord  
Dalia Luera-Harris  
Nikali & Nora Luke  
Tim & Amber Lydon  
Bryan & Rachel Mangiavellano  
Monica Martinez & Chris Gillette  
Whitney McBurrows  
DeAnna McCadney  
Kevin & Jennifer McFtridge  
Joel & Katie McGormley  
Jaime McKenon  
Kyle & Bridget Melinn  
Travis & Courtney Millbrook  
Derek & Karin Moore  
Kristi Moore  
Thomas & Samara Morgan  
Mike & Julie Morgan  
Garth Motschenbacher  
Rob & Laura Noa  
Ryan & Meghann Omo  
Esther Onaga  
Patrick Ondrus & Kim Miller  
Mike & Kristina Overley  
Jeff Padden  
Gary & Carita Parker  
Janet Parker  
Todd & Lisa Parker  
Colin & Jennifer Parks  
Robert Pazdan  
Jason & Susan Peters  
Alan Pilkenton  
John & Laura Popielarski  
Dave & Abby Powers

Nicole Proctor-Kanyama  
Dave Purchase  
Stephen & Karissa Purchase  
Greg & Regina Rambat  
Matt & Brenda Resch  
Andrew & Michelle Reynaert  
Rebecca Roberts  
Ryan & Keyan Roberts  
John & Kerry Roberts  
Chris Roelofs & Anne Uitvlegt  
Kaitlyn Rokey & Tyler Sinclair  
Amy Rosenberg  
Lynda Rossi  
Andy & Erin Schor  
Barbara Scrivener  
Jill Sears  
Stacy Sellek  
Katie Sowton  
Todd Sowton  
Patrick & Patricia St. George  
Eric Starn  
Steve Stauff  
Karen Steff & Kevin Sosnowski  
Ruthanne & B.J. Puchala Sudderth  
Mark Sullivan  
Jeff & Jennifer Sweet  
Rimidia Taylor  
Michael Thompson  
Sally Thompson-Reid  
Peter & Karen Tommasulo  
Jeff & Heather Triezenberg  
Matt & Marney Turner  
Staci Valley  
Brian & Katherine VanDorn  
Anthony & Rachel Vulgaris  
Linda Wakefield  
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Pam Yager & Mike Byrnes  
Christina Young





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