

50 YEARS OF IMPACT

— 2024 ANNUAL REPORT —



 **Early Years**

A Comprehensive Approach to
Enhancing Early Care and Education

OUR MISSION & VISION



At Early Years, our vision is bold and clear: we strive for a future where all children have equitable access to affordable, high-quality early care and education—a foundation for lifelong success.

Guided by this vision, our mission is to lead transformative efforts that strengthen access to and affordability of high-quality early education. We provide essential support to families, empower communities and invest in the early education workforce to create lasting impact.

Together, we are building brighter futures, one child at a time.

A LETTER FROM OUR PRESIDENT

This has been an incredible year for Early Years! We celebrated our 50th anniversary on May 18, 2024, with more than 200 supporters to realize our vision for a transformed early care and education system that lifts up educators and sets every child and family up to thrive.

This celebration honored our past while embracing our future — a future that includes a new name and logo but remains deeply rooted in our commitment to strengthening the foundation for our children and supporting the educators who shape their futures. Over the years, our identity has sometimes been misunderstood, with individuals and organizations mistakenly viewing Child Care Services Association as a membership organization. As we move forward, we aim to clarify our role while maintaining a strong connection to children, child care and early childhood education at the local, state and national levels. We hope our new name and branding reflect the core values and mission that have always defined us.

Early Years is a statewide force that brings together stakeholders to invest in families and early care and education providers. We support every part of the child care system and we know what it takes to make quality child care work for children, families, providers, communities and our nation. We are a trusted resource for the latest in early childhood research and data. We conduct research that drives effective practice and policy, building strong child care programs and professionals, helping families find and afford quality child care and providing a real-world understanding of what works and what doesn't to spur policymakers into action and help them build solutions.

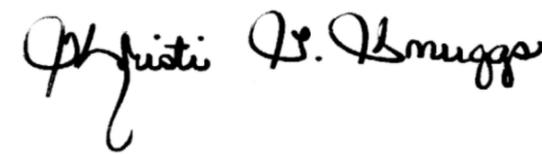
And at the heart of all these roles is that of an advocate. We advocate for all children to benefit from high-quality care and early education; we advocate for the early educators and we support families in providing a good start for their children.

In the following pages, you will learn how we quantify our successes and hear firsthand from the families strengthened by our efforts. You will also learn more about our work to support child care providers and the innovative approaches we've taken to strengthen the early care and education field.

I am struck repeatedly by all that sets Early Years apart. We couldn't do it without our dedicated staff, my fellow board members, all of our committed partners and especially our donors who make this work possible. We have a lot more work to do and we know it won't be an easy path. But with your help, Early Years will continue to work to create a sustainable early learning system that meets the needs of today's youngest learners and the little ones of tomorrow.

We hope you enjoy learning about the outstanding work our organization is doing and encourage you to reach out with any questions.

With gratitude,



Kristi L. Snuggs



CELEBRATING OUR 50TH ANNIVERSARY



On Saturday, May 18, Early Years hosted a 50th Anniversary Gala to celebrate 50 years of transformative work and impact in the early care and education field. This celebration honored our past as we are forging our future, which includes a new name and logo for our organization, revealed by our president, Dr. Kristi Snuggs, at the Gala!



2024 TRIANGLE CHILD CARE AWARDS

On Friday, March 8, 2024, Early Years celebrated the impact of early childhood educators, public servants and advocates on young children and their families.



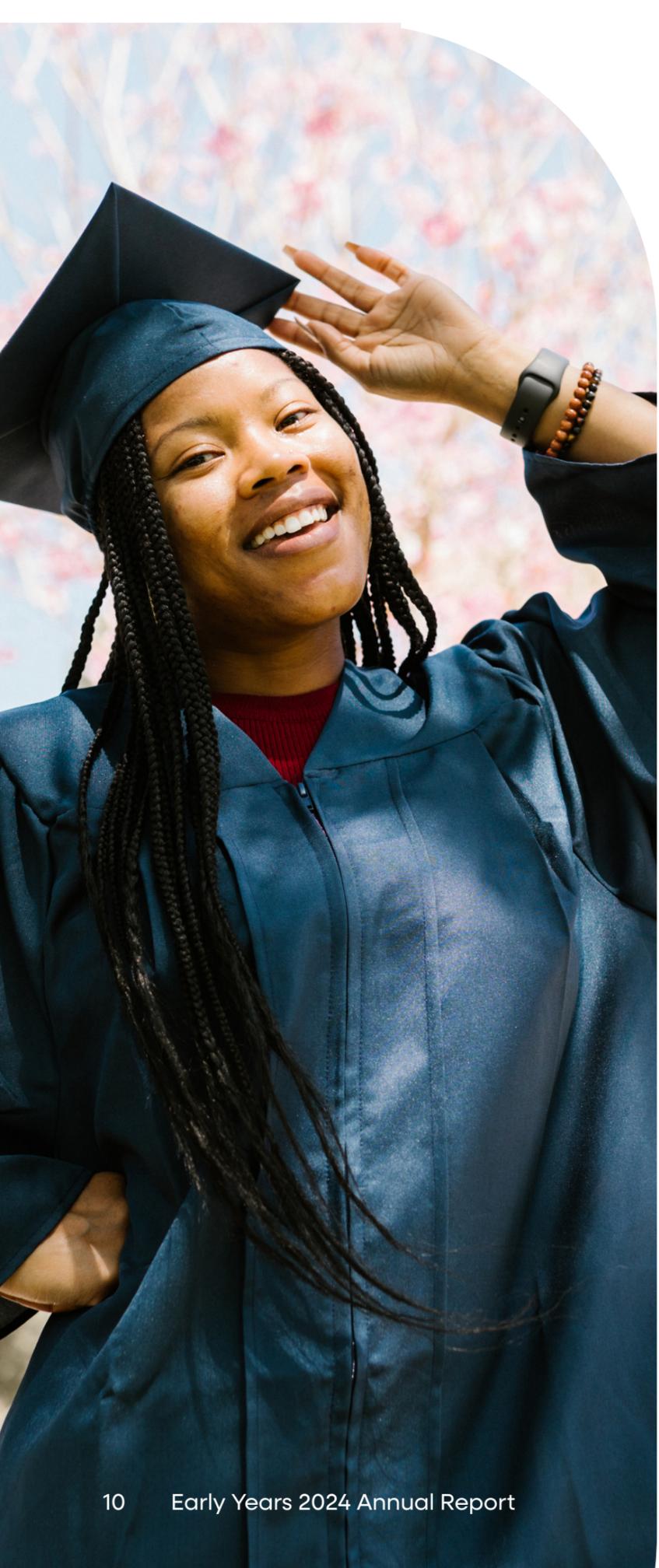
Early Years recognized the two following individuals as Early Childhood Champion Award winners: past Early Years president Marsha Basloe and former Early Years board member Dan Hudgins

The Early Years Public Service Award was awarded to former Representative Ashton Wheeler Clemmons and Senator Jim Burgin

The Dorothy B. Graham Early Childhood Leadership Award was given to Danielle Caldwell

And we recognized Pebbles Lucas for the Mary Y. Bridgers Early Childhood Teacher Award





TEACH EARLY CHILDHOOD®

NORTH CAROLINA
An Early Years Initiative

The TEACH Early Childhood® North Carolina Scholarship Program (TEACH) provides educational scholarships to early care professionals working in regulated early care centers and family child care homes. The primary goals of the program are to increase the education, compensation and retention to the early care and education workforce.

A specialist helps participants navigate through the barriers they might face in their personal life, career or at school. Often first-generation students, TEACH participants are nearly all women and more than half are Black or women of color. TEACH supports participants as they work while furthering their education, with the ultimate goal of increasing their marketability in the field and raising the quality of care and education they provide for the children in their program.

THE IMPACT

2,163

scholarship recipients

932

licensed child care facilities had at least one TEACH participant

93

participating NC counties

64,680

children were enrolled in a child care program with at least one TEACH participant

20

colleges and universities were attended by scholarship recipients in North Carolina

13%

increase in earnings for those participants earning an associate degree

TESTIMONIAL



"I would like to express my sincerest gratitude for the financial support I have received through your scholarship, which has been essential for continuing my studies in Early Childhood Education.

I am a Central American immigrant and grew up in a small family in the countryside, surrounded by goats, cows, chickens and crops. I decided to embark on my journey and moved to the city to study, which allowed me to come to the United States. When I arrived in this country, I never thought I would have the opportunity to continue studying. However, along the way, I met wonderful people who helped and guided me to achieve my goals and dreams of becoming a teacher. I remember that every Sunday I attended church and taught Sunday school classes, an experience that helped me define what I really wanted to do when I grew up.

Today, I am pursuing my associate degree in early childhood education, I am completing my Apprenticeship Program and working as a teacher in a (Charlotte Bilingual Preschool). Thanks to the connection with the TEACH scholarship, I have developed many skills and feel very capable of leading a classroom. Now, I feel more confident and able to achieve whatever I set my mind to."

Yesenia Henriquez de Paredes
Associate Degree Apprentice Scholarship



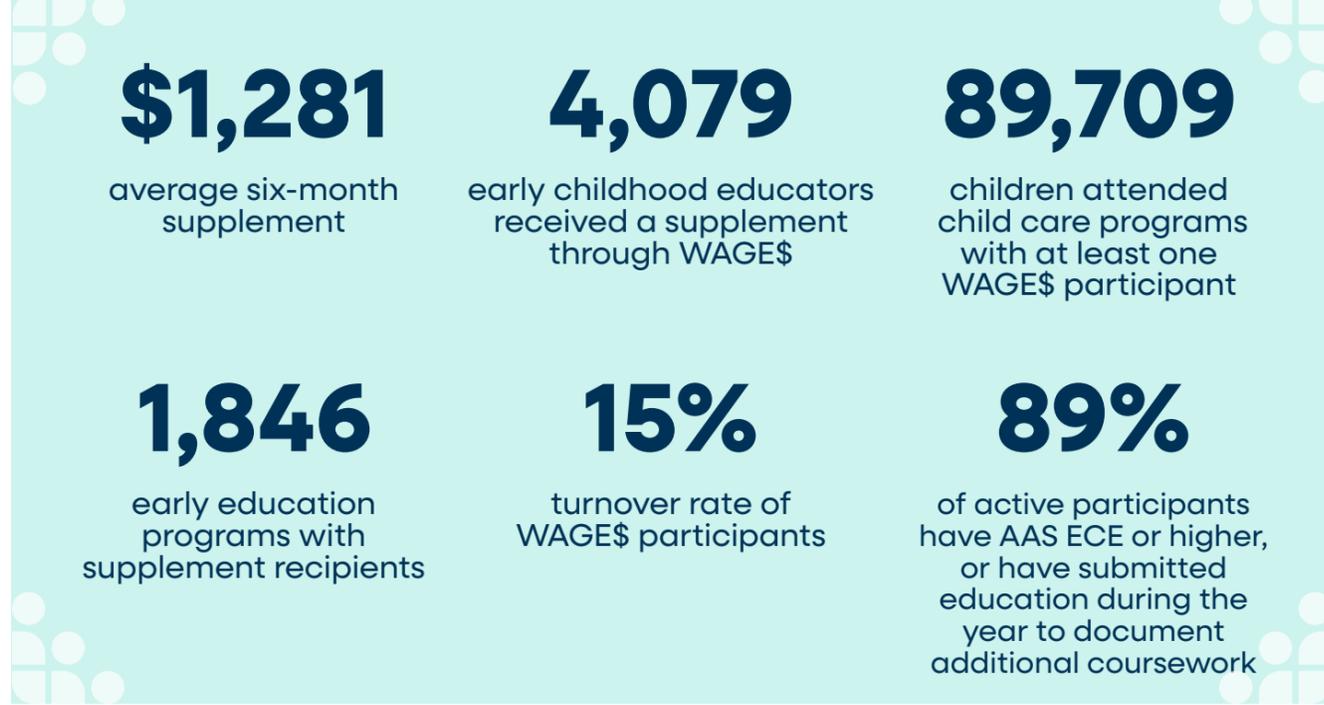
CHILD CARE
WAGES[®]
 An Early Years Initiative

Child Care WAGE\$[®] (WAGE\$) provides education-based salary supplements to low-paid teachers, directors and family child care providers working with children between the ages of birth to 5 with the goal of improving the education and retention of the early care and education workforce through increased compensation.

The program is designed to provide young children more stable relationships with better-educated teachers by rewarding teacher education and continuity of care. In NC, WAGE\$ is a collaboration between a county's local Smart Start partnership, the North Carolina Partnership for Children and the Division of Child Development and Early Education.

While supplements alone cannot solve the compensation crisis, they are a critical strategy to help early educators receive the base pay, benefits and respect they deserve for the important work they do.

THE IMPACT



TESTIMONIAL



Dornisha Cherry is a mom, student and teacher. She's currently pursuing her four-year degree and her B-K licensure with a concentration in teacher education after she obtained an Associate Degree in Arts and an Associate Degree in Early Childhood Education. "I love the positive impact that I have on children," said Dornisha. "They are engaged, playing and learning at the same time. My education in early childhood has opened my eyes to activities that are age-appropriate."

Dornisha shared that WAGE\$ has helped her increase her education. Her director encouraged her to get on WAGE\$ initially and she was immediately interested in moving up the scale. "When I went back for my bachelor's degree, I applied for scholarships and grants and I used my first WAGE\$ check for the rest of my tuition," shared Dornisha. "It has helped me financially with school, with taking additional training to better myself in school and in my classroom. It has helped me provide resources to work on the activities the children need. WAGE\$ has absolutely helped me stay in child care because I could get the education I need to provide quality care for children and to keep my position in the center."

Dornisha said, "Without the funds from WAGE\$, I would be in a bind, struggling to pay my bills and attend college to better my education for the future of our youth. Where my employment funds have lacked what I need, WAGE\$ has been there to fill the holes in my financial status."



INFANT-TODDLER EDUCATOR
AWARD\$[®] Plus
 An Early Years Initiative

Infant-Toddler Educator AWARD\$[®] Plus, funded by the Division of Child Development and Early Education, provides education-based salary supplements to low-paid teachers and family child care providers working full-time with children birth through age 2 in North Carolina.

Historically, there has been a significant difference in the quality of care infants and toddlers receive compared to that of children ages 3 to 5. Since a child’s brain develops more in their first five years than at any other time in life, it is critical that infants and toddlers are cared for by supportive, stable educators.

With increased compensation, AWARD\$ Plus recipients can better afford to stay in the infant-toddler classroom and many are encouraged to continue their coursework.

THE IMPACT

\$1,150

average six-month supplement

1,537

early childhood educators received supplements

915

early education programs with supplement recipients

22,541

children attended a child care program with at least one AWARD\$ Plus participant

15%

turnover rate for AWARD\$ Plus recipients

77%

of active participants have AAS ECE or higher, or have submitted education during the year to document additional coursework

TESTIMONIAL



“A little boy gave me a present once that says, ‘Teachers are in it for the outcome, not the income.’ No truer words have ever been spoken.”

Lori Hodge’s path to being the lead teacher at Burke Early Head Start started after she accepted a position with Meals on Wheels that carried her to Burke Early Head Start with meal deliveries. She realized how much she missed working with children and took advantage of every opportunity she had to interact with them. The program director took notice of Lori’s interest and introduced her to the TEACH Early Childhood[®] Program and explained how they would partner to support Lori’s educational journey. She completed her Associate Degree in Early Childhood Education and is in the process of getting her bachelor’s degree at Appalachian State University. “All of this has exceeded my expectations,” Lori said. “I started as a kitchen person and now I’m a lead teacher. I started with no degree and now I’m nearly finished with my fourth year. I’m 52 and people keep asking me why I’m getting my bachelor’s if it isn’t required. There is always more to learn. Education is ever-changing and I want to know everything I can to help the children.”

Lori has benefited from both the TEACH scholarships and Infant-Toddler Educator AWARD\$[®] Plus. AWARD\$ Plus has brought her financial relief. Lori said, “This program has been awesome. It is no secret that working in child care will not make you rich, it’s not a financial building block, so this supplement helps ease that burden. It helps to ease some of the burdens of financial stress at home. It has also given me the incentive to go back to school myself and get my bachelor’s degree.”



TEACH EARLY CHILDHOOD®

National Center

A Division of Early Years

The TEACH Early Childhood National Center® (National Center) helps improve the education, compensation, career progression and retention of the early childhood workforce. Central to this work is the replication of the TEACH Early Childhood Scholarship and Child Care WAGES® programs across the country through statewide non-profit organizations.

The TEACH program is currently in 22 states; five states operate WAGES. The National Center helps these organizations ensure that early childhood educators earn more, continue their education and stay in the field, with the end goal of building a pipeline of educators for future generations.

THE IMPACT

\$64.3M

funded TEACH programs in 22 states

17,296

TEACH scholarship recipients were supported

640,193

children benefited from having a better educated teacher

13%

was the average wage increase of TEACH participants

48%

of TEACH scholarship recipients were people of color

6

early childhood apprenticeship network states

TESTIMONIAL



Zoe Sutherland graduated at the end of the spring 2024 term with her Associate of Applied Science Degree in General Studies with an emphasis in early childhood education from Metropolitan Community College in Omaha. She was first awarded an Associate Degree scholarship in the winter 2019 term. Zoe completed 75 credits and completed her coursework while working full-time as an assistant director for a child care program in Omaha.

“The TEACH scholarship has meant more to me than I can really put in words,” said Zoe. “I do not know if I ever would have got the chance to go back to school if it was not for the TEACH scholarship. I did not have the stress of living paycheck to paycheck to try and afford classes and I got to learn more about something I truly care about and further my education in early childhood.”

Zoe gained the confidence to attend school while working full-time and has since decided to further her education again, this time in behavioral science and counseling. “I would not have been able to do any of this without the TEACH scholarship and for that, I am forever thankful,” said Zoe. “This scholarship gives educators like me the opportunity to work while furthering their careers. The TEACH program is not only changing educators’ lives, but it is also helping set our future children in early childhood up for success by supporting their educators. Thank you so much, TEACH!”



WAGE\$ National Program

The Child Care WAGE\$® program was created in response to research showing that high turnover rates and inadequate teacher education negatively impact the quality of care children receive. WAGE\$ is an evidence-informed model that advances the education level of early educators, increases their compensation levels and results in the retention of a qualified early care and education workforce.

By addressing the key challenges of under-education, poor compensation and high turnover, WAGE\$ aims to create a more stable and qualified workforce. Supplement awards are determined based on the recipient's level of education and the continuity of care they provide, ensuring that children benefit from more consistent and higher-quality early learning experiences.

THE IMPACT

>\$26M

invested in WAGE\$ salary supplements in five states

10,683

early educators received supplements in participating states

15%

turnover rate for WAGE\$ participants

99%

of WAGE\$ participants nationally were women

4,168

early education programs with supplement recipients

\$1,312

was the average six-month supplement



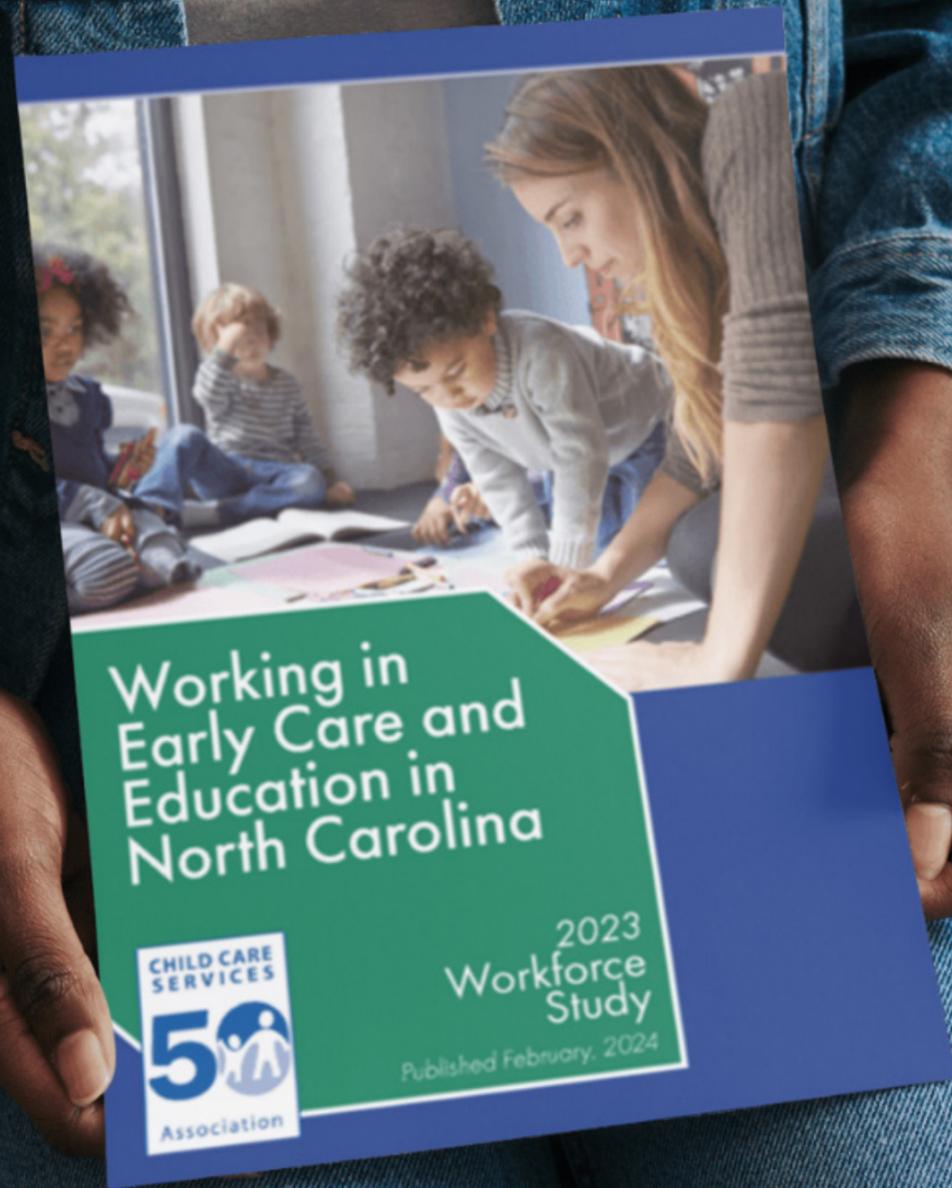
TESTIMONIALS

“Child Care WAGE\$® Nebraska has helped me in more ways than one. I am a home child care provider. I rely solely on myself to keep my business going. The rising costs of everything have made it hard to not raise my rates. I do not want to raise them and put that cost onto the families in my program. They are also struggling with the rising costs of living. Things such as food, insurance, property taxes, cleaning supplies and utilities have gone up. The funds I receive from WAGE\$ have been a blessing to help with these financial challenges. We all know it's a passion that drives most of us providers and definitely not the pay. While this may be true, we still need to be able to afford the cost of living. We have such an important career helping educate, raise and teach little ones in their first five years of life.

The funds have been a confidence boost, especially knowing others see that our jobs are crucial and recognize there is a significant pay gap compared to where it should be. Helping to bridge that gap, Child Care WAGE\$ gives me a renewed sense of pride and appreciation in my career. While I am able to make ends meet with budgeting, etc., it can be hard in the early childhood field. There are a lot of unknowns. Some of these are that families move or change careers unexpectedly. Children also grow up and age out of your program. These changes in child capacity can sometimes create a lapse in income while you fill the open child care spot. These funds help to eliminate that as well. I am grateful for the help I receive from this program. From my program to yours, thank you for helping strengthen our community. It takes a village they say.”

Amanda Wemhoff

RESEARCH



STUDYING NC'S EARLY CHILDHOOD EDUCATION SYSTEM AND THE WORKFORCE

Early Years' Research Division conducts comprehensive studies, created and maintains the North Carolina Early Care and Education Data Repository and provides data resources to improve child care, recognizing that information is the first step to improving an early care and education (ECE) system. Since the 1990s, Early Years has researched and reported on topics such as teacher turnover, supply and demand, subsidy, careers in early childhood, child care fees, after school care, child care system issues and more. These studies give policymakers in our state and local governments and stakeholders in our communities the information they need to strengthen early childhood education.

With funding provided by the Department of Health and Human Services, Early Years conducted a 2022-2023 Early Care and Education Workforce Study in North Carolina. This study was quantitative in nature with surveys being sent statewide to early care and education center directors and teaching staff and to family child care providers.

Additional funding was provided by the Blue Cross Blue Shield Foundation to supplement the study with the voices of early care and educational professionals through focus groups and interviews. The survey focuses on basic demographics, working conditions, education levels, wages and benefits, experience and the effects of the COVID-19 pandemic. Dissemination of results continued throughout 2024.

Also in FY24, Metro United Way in Kentucky funded Early Years to collaborate with Community Coordinated Child Care (4-C) to produce a similar quantitative workforce study in Louisville. Early Years provided consultation throughout the process as well as survey design, data cleaning and analysis and report writing. Results were available in early summer 2024.

Following the release of the Kentucky study, Louisville Metro Government began talks with Early Years to provide consultation around a parent demand study and public PreK implementation project. Work began in 2024 and will continue throughout calendar year 2025.

A PEAK INTO THE WORKFORCE STUDY

23%

of the teaching staff plan to leave the field in the next three years

18%

of directors plan to leave the field in the next three years

\$14.43/hr

median starting salary for an early childhood teacher in 2023

14%

of teaching staff had no health insurance from any source

42%

of teaching staff had a degree in early childhood education

~40%

of full-time teachers left their job at a child care center





Child Care Resource and Referral Division

The Child Care Resource and Referral Division provides services locally, regionally and statewide. It is comprised of several different departments, including: Family Support, Technical Assistance, and Professional Development and Support Services.

Early Years delivers comprehensive child care consumer education and referral services through an initiative known as Child Care Referral Central (CCRC). This initiative is a regional collaboration between Early Years and the Alamance, Caswell, Person and Franklin-Granville-Vance Partnerships for Children.

Dedicated referral specialists play a vital role in educating families about the key features of high-quality child care, empowering them with knowledge. Moreover, specialists curate a tailored list of referrals to child care programs that align with the unique needs of each family.

THE IMPACT

2,502

consumer education and referrals were provided

2,785

children gained access to high-quality child care

730

families received consumer education services

964

low-income families received child care referral services

1,130

families receiving referrals were African American

466

families receiving referrals were Latino



CCR&R Council

North Carolina Child Care Resource & Referral Council

Early Years is one of three lead agencies in the NC Child Care Resource & Referral Council, along with Southwestern Child Development Commission in the western part of the state and Child Care Resources Inc. in Charlotte, NC. Together, the Council manages child care consumer education and referral services, professional development, technical assistance, data collection and analysis and public awareness activities across NC through a contract with the Division of Child Development and Early Education.

North Carolina's CCR&R system is a national model for high performance, achieved by maintaining strong standards and accountability for outputs and outcomes and evaluated each year through an annual review. CCR&R programs have provided essential services in NC for more than 50 years.

CCR&R agencies are dedicated to improving the quality and availability of child care in North Carolina because it makes a major difference in the economic health and security of families, it lays the foundation for a child's future success and it creates child care jobs, contributing to economic growth.



Early Years Child Care Scholarship Program

The Early Years Scholarship Program helps families find and pay for child care. Quality child care is expensive, making it frequently unaffordable, especially for low and moderate income families. Early Years provides financial assistance to families in which the parents are working, looking for work and/or in school or training and need care for children ages birth to 12 years old.

Early Years scholarships include:

- Smart Start Scholarships: support for children birth to 5 living in Durham County.
- General Scholarships: support for children birth to 5 living in Durham or Orange County.
- UNC Scholarships: support for children birth to 12 for students and staff affiliates at UNC-Chapel Hill.
- Partner Program Scholarships: provides support to the PreK and Early Head Start programs in Durham.
- Build Babies Durham: funded through ARPA to support children birth to 5 years old with a priority for birth to 2 years old.

THE IMPACT

1,174

children received scholarships

35%

of families whose children received scholarships earned less than \$25,000/year

50%

of children who received scholarships were African American

28%

of children who received scholarships were multi-racial

19%

of children served lived in a Spanish speaking household

92%

of children who received scholarships attended 5-star child care programs



TESTIMONIALS

“As a single mom who gets paid hourly - I know where every dollar goes to take care of myself and little one. The weekly cost of daycare before the scholarship created a very tight budget for everyday living expenses. This scholarship provided a sense of relief.”

“We were very stressed every month about affording daycare plus groceries, bills, etc. We were utilizing food pantries and similar programs for up to half of our groceries each month and still having to use savings or a credit card for some bills due to the child care costs. This scholarship has been so helpful the past 6+ months so we still have money for groceries, bills and being able to afford life in general.”

“This scholarship has been so beneficial for my daughter and me. As a single mom I never could have afforded such a high-quality child care center for her without this scholarship. I can go to work and know that my daughter is in an environment where she is learning so much and being taught by incredibly caring and knowledgeable teachers. I can financially support my daughter in a way I couldn't have if we didn't have this scholarship.”

“This meant that my child could go to an amazing 5 star daycare like I wanted her to. It hurt me, when the only thing I could afford was a 3 star and things kept happening. She is thriving and doing so well, where she attends school to the point they tell me they think she could start Kindergarten early. I am struggling single mother, trying to raise a kid with today's wages and it makes it extremely hard to give and provide the best things for your children.”



Professional Development and Technical Assistance

Our technical assistance (TA) program provides assistance to child care centers and family child care homes as they work to improve program practices and standards in an effort to create and provide high-quality learning environments.

Our Professional Development Program offers a variety of training opportunities to early childhood educators to improve the quality of early care and education in family child care homes, centers and preschools. We focus on increasing teacher education and training, promoting developmentally appropriate practices in early childhood settings and improving the accessibility and affordability of professional development necessary to maintain licensure and certification. This program also offers cost-effective options, including workshops, seminars, online classes and continuing education courses.

Additionally, Early Years hosts the ASK (Advancing Skills and Knowledge) Conference, a day dedicated to the professional development of early childhood educators.

THE IMPACT



TESTIMONIAL

The Early Years Technical Assistance (TA) department provides evidence-based coaching to early educators, using tools like the Environment Rating Scale (ERS) and the Classroom Assessment Scoring System (CLASS®) to assess and improve classroom quality. Pre-assessment data helps create individualized action plans that strengthen teaching practices and classroom environments.

During one assessment, a TA Coach observed contrasting teaching styles and used the opportunity to model positive communication techniques. By connecting ERS findings with the CLASS®, the coach provided strategies to foster meaningful teacher-child interactions. Teachers learned to reframe instructions into engaging, open-ended prompts, improving classroom dynamics and encouraging participation.

Educators reported noticeable improvements, especially among reserved children who became more engaged. One child even shared personal insights, helping teachers better support his needs. This success highlights the power of coaching, ensuring classrooms are nurturing, inclusive and developmentally enriching for all children.



NC Quality B3 Initiative

The Birth to Three Quality Initiative serves teachers and administrators in all 100 counties across North Carolina. Regional Birth-to-Three Specialists provide leadership, coaching, training and hands-on support for developing and maintaining high-quality birth-to-three classrooms. A team of Anchor Birth-to-Three Specialists provides virtual cohort-based learning communities for early childhood professionals across the state. The project is rigorously monitored to ensure consistency, equitability and quality of services delivered and its impact is evaluated by several measurable outcomes.

THE IMPACT

<p>195</p> <p>classrooms participated in Practice-Based Coaching with project specialists</p>	<p>3,623</p> <p>teachers and directors participated in Professional Development courses</p>	<p>65,000</p> <p>children impacted by those who participated in Professional Development courses</p>
<p>286</p> <p>child care professionals serving children birth to 3 invited to participate in peer mentorship</p>	<p>3,427</p> <p>educators received professional development through cohort-based training sessions</p>	<p>250</p> <p>teachers and administrators received on-site or virtual Practice-Based Coaching</p>



TESTIMONIAL

New Beginnings Child Care Center in Gates County has been receiving coaching from Joy Davidson, birth-to-three specialist. They have all been working hard to improve the quality of their center and classroom and it shows! They have tackled room arrangement, transitions and learning about ITERS-3. Ms. Carolyn has also been working hard in her new role as director to learn and make a difference every day. Your hard work shows!

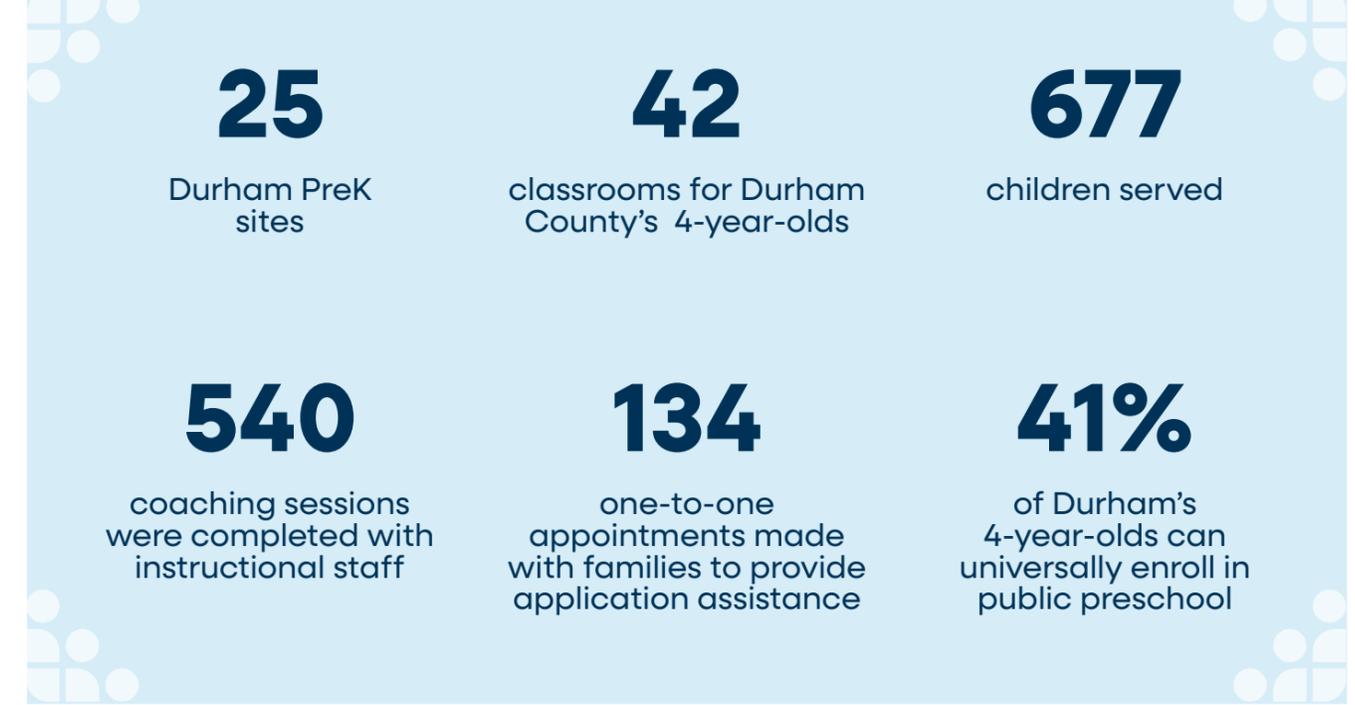
YESS Learning Center in High Point, NC has all accomplished goals that have enhanced the quality within their classrooms and the center as a whole. Their goals include improving transitions and social emotional skills as well as preparing for ITERS. These Early Educators have a passion and dedication for young children that goes above and beyond!





Durham PreK, managed by Early Years, is Durham County's initiative to expand access to high-quality, publicly funded preschool for 4-year-olds. The program enhances the state-funded NC PreK and is designed to grow incrementally to meet community needs for early education. With evidence that universal preschool can reduce disparities in kindergarten readiness, Durham's policymakers focus on expanding quality programs. This includes teacher coaching, supporting higher wages through increased reimbursement rates and funding new spaces for expanded access. Durham PreK also uses a mixed-delivery system, partnering with community-based child care programs and public sites. The program works with Durham's Partnership for Children, NC PreK, Durham Head Start and local partners to ensure broad access and high standards.

THE IMPACT



APPRENTICESHIP PROGRAM

The Durham Early Childhood Educator Apprenticeship program completed its first year in 2024 with an incredibly strong start as the program quickly grew to become the largest registered apprenticeship for early childhood educators in North Carolina. The apprenticeship offers a work-based, person-centered program designed to enable educators to learn while they earn through two stackable paths, starting with a Certificate in Early Childhood Education and progressing to an Associate Degree Apprenticeship.

As of Dec. 2024, the program serves 41 active apprentices, supported by 20 mentor teachers in partnership with 22 early childhood centers across Durham County. Twenty-four percent of current apprentices are new to the field of early childhood, 33% identify as bilingual or multilingual and 48% are parents to children of their own.



spoonFULL, Fresh, Unique, Liked and Local, provides high-quality and affordable nutritious meals and snacks daily to children enrolled in participating child care centers in North Carolina's Durham, Wake and Orange counties, keeping children healthy, helping teachers focus on teaching and saving providers money. spoonFULL, reflects our commitment to serving quality, locally grown food when possible and providing children with meals that nourish their bodies and minds.

In FY24, Early Years provided meal services to 22 child care centers, feeding more than 1,402 children across Durham, Orange and Wake counties. Meals are prepared and delivered daily, with lunch, afternoon snacks and breakfast for the next day. SpoonFULL's team of experienced chefs work hard to provide creative meals that are familiar to young children as well as introduce new foods like baked cod and foods from other cultures like arroz con queso (rice with cheese). Nutrition is part of every early childhood curriculum.

THE IMPACT



CHILD AND ADULT CARE FOOD PROGRAM

Early Years proudly sponsors the USDA's Child and Adult Care Food Program (CACFP) for family child care homes in Durham, Orange, Vance and Wake counties. This essential program helps ensure that children from families qualifying for free or reduced lunch receive nutritious, well-balanced meals that meet federal nutrition standards.

Through CACFP, participating child care providers receive financial reimbursement for serving healthy meals and snacks to children from birth to age 12. Early Years serves as a sponsoring agency, offering guidance, training and administrative support to help providers comply with program requirements. Participants benefit from nutrition workshops, menu planning resources, site monitoring and personalized consultations to enhance the quality of meals served.

Beyond financial support, CACFP helps strengthen child care programs by promoting healthy eating habits, reducing food insecurity and ensuring children receive the nourishment they need to learn and thrive. By partnering with Early Years, child care providers gain access to invaluable resources while making a lasting impact on children's health and development.



STATEMENT OF FUNCTIONAL EXPENSES



Grants & Assistance	FY2024	FY2023
Grants and awards	9,983,273	10,610,701
TEACH Scholarships	3,174,282	3,407,329
Child Care Scholarships	8,059,293	6,653,781
Subcontracts	6,884,710	6,657,909
Total Grants & Assistance	\$28,101,558	\$27,329,720

Operating Expenses	FY2024	FY2023
Salaries and Fringe Benefits	9,871,345	9,237,314
Program and Office Supplies	1,026,160	939,990
Contracted Services	433,178	399,988
Occupancy	147,391	65,673
Travel and Meetings	382,356	396,335
Depreciation and Amortization	234,695	317,595
Postage and Telephone	119,363	147,822
Printing and Publications	26,105	45,612
Repairs and Maintenance	29,286	36,434
Dues and Subscriptions	192,788	189,623
Interest Expense	50,933	52,317
Insurance	44,164	43,688
Other Expenses	64,337	29,794
Total Operating Expenses	\$12,622,101	\$11,902,185

Total Expenses	\$40,723,659	\$39,231,905
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THANK YOU TO OUR FUNDING PARTNERS

Individuals

LaTida Adams
Jill Arnold
Francis Bagbey
Brinda Balakumaran
Jenna Barnes
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Erin Belford
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Brian Boyd
Jeffrey Philip Brown
Matthew Brown
Liz Bruno
Bill Bryant
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Kathleen and F. Reed Johnson
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Arlene Owens
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Michelle Peck
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Maxwell
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Nancy Rogers
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Katherine Walker-Brooks

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 Frederique Yova
 Leigh and Philip Zaleon
 Henrietta Zalkind

Foundations

Alliance for Early Success
 AmazonSmile Foundation
 American Online Giving
 Bainum Family Foundation
 Blue Cross and Blue Shield of North Carolina Foundation
 Brady Education Foundation
 Buffett Early Childhood Fund
 The Coronaca Fund of Triangle Community Foundation
 Dan Hudgins Summer Child Care Fund of Triangle Community Foundation
 Sparling Family Fund of Triangle Community Foundation
 Stranahan Foundation
 Svetkey-van der horst Fund of Triangle Community Foundation
 Tepper Family Fund of Triangle Community Foundation
 Triangle United Way
 Truist Charitable Foundation

The Celama Foundation
 W. Clement & Jessie V. Stone Foundation
 W.K. Kellogg Foundation
 Z. Smith Reynolds Foundation

Government

Durham County Government
 North Carolina Department of Health and Human Services - Division of Child Development and Early Education
 North Carolina Department of Health and Human Services - Division of Public Health
 Town of Carrboro
 Town of Cary
 Town of Chapel Hill

Colleges & Universities

Duke Office of Durham and Community Affairs
 North Carolina State University
 University of North Carolina at Chapel Hill

Non-profit Organizations

Center for Child and Family Health
 The Council for Professional Recognition
 Dogwood Health Trust
 DurhamCares

Durham’s Children’s Initiative
 Durham’s Partnership for Children
 Early Care & Education Pathways to Success (ECEPTS)
 East Durham Children’s Initiative
 Families & Communities Rising
 First Chronicles Community Church Daycare
 Orange County Partnership for Children
 NC Child
 NC State Employees Combined Campaign
 National Association for the Education of Young Children
 National Early Care and Education Workforce Center
 North Carolina Business Committee for Education (NCBCE)
 St. Thomas More Church
 The North Carolina Partnership for Children
 United Way of the Greater Triangle
 Wake County Smart Start
 White Rock Child Development Center

Businesses & Corporations

Blackman & Sloop CPAs P.A.
 Blue Cross Blue Shield of North Carolina

Environmental Control Triangle Fidelity
 First Horizon Bank
 HH Architecture PA
 Kaplan Early Learning Company
 My Pro Photographer
 Neimand Collaborative
 Olde Harbourtowne’s Homeowners Association
 Old Peak Finance
 PHE, Inc.
 Providence Preparatory School
 School Readiness Consulting
 Teaching Strategies
 Walk West
 Wegmans Food Markets

This list represents charitable gifts and grants made to Early Years between Jul. 1, 2023 to Jun. 30, 2024. While we have made every effort to be accurate and through, it is possible to accidentally omit or misspell a name. Please contact the Director of Development and Communication at 919-9967-3272 x. 1927 with any additions or corrections.

WAGES PARTNER ORGANIZATIONS

Alamance Partnership for Children
 Alexander County Partnership for Children
 Alleghany Partnership for Children
 Alliance for Children (Union County)
 Blue Ridge Partnership for Children
 Buncombe Partnership for Children, Inc.
 Burke County Smart Start, Inc.
 Cabarrus County Partnership for Children
 Caldwell County Smart Start
 Cleveland County Partnership for Children, Inc.
 Columbus County Partnership for Children, Inc.
 Craven Smart Start, Inc.
 Down East Partnership for Children
 Durham's Partnership for Children
 Franklin Granville Vance Smart Start, Inc.
 Guilford County Partnership for Children
 Halifax-Warren Smart Start Partnership for Children, Inc.
 Harnett County Partnership for Children, Inc.
 Hertford-Northampton Smart Start Partnership for Children, Inc.
 Iredell County Partnership for Young Children, Inc.
 Lee County Partnership for Children
 Martin-Pitt Partnership for Children, Inc.
 Montgomery County Partnership for Children
 North Carolina Division of Child Development and Early Education
 Partners for Children & Families Inc. (Moore County)

Partnership for Children of Johnston County, Inc.
 Partnership for Children of Lenoir and Greene Counties
 Partnership for Children of Lincoln/Gaston Counties
 Partnership for Children of the Foothills
 Randolph County Partnership for Children
 Region A Partnership for Children
 Richmond County Partnership for Children
 Robeson County Partnership for Children
 Rockingham County Partnership for Children, Inc.
 Smart Start of Brunswick County, Inc.
 Smart Start of Davidson County, Inc.
 Smart Start of Davie County, Inc.
 Smart Start of Forsyth County
 Smart Start of Mecklenburg County
 Smart Start of Transylvania County
 Smart Start of Yadkin County, Inc.
 Smart Start Partnership for Children, Inc. (Henderson County)
 Smart Start Rowan, Inc.
 Stanly County Partnership for Children
 Surry County Early Childhood Partnership
 The North Carolina Partnership for Children
 The Partnership for Children of Cumberland County
 The Partnership for Children of Wayne County, Inc.
 Wilkes Community Partnership for Children
 Wilson County Partnership for Children

TEACH EARLY CHILDHOOD NATIONAL CENTER PARTICIPATING STATE ORGANIZATIONS

Alabama Partnership for Children
 Arkansas Early Childhood Association
 Early Childhood Council Leadership Alliance (Colorado)
 Children's Forum, Inc. (Florida)
 Iowa Association for the Education of Young Children
 Indiana Association for the Education of Young Children
 Maine Association for the Education of Young Children
 Michigan Association for the Education of Young Children
 Child Care Aware® of Minnesota
 Child Care Aware® of Missouri
 Nebraska Association for the Education of Young Children

Nevada Association for the Education of Young Children
 Child Care Aware® of New Hampshire
 Early Years (North Carolina)
 Ohio Child Care Resource and Referral Association
 Pennsylvania Child Care Association
 Rhode Island Association for the Education of Young Children
 SC Endeavors (South Carolina)
 Signal Centers (Tennessee)
 Texas Association for the Education of Young Children
 Utah Association for the Education of Young Children
 Vermont Association for the Education of Young Children
 Wisconsin Early Childhood Association



Dr. Sheresa Blanchard
SRI

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Serve Center

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American Institute for Research

Jennifer Lacewell
White Rock Baptist Church

Michelle Peck
Blue Cross Blue Shield

Eric Powell
M&F Bank

Chris Ratte
Fidelity Bank

Ellen Reckhow
Community Volunteer

Ana Sanchez
Casa Club Spanish Immersion Preschool

Sandy Weathersbee
Providence Prep School

Chris Willett
Beemer Hadler & Willett, PA

Muffy Grant
Child Care Aware of America

Henrietta Zalkind
Down East Partnership for Children

Thank you to outgoing board members Richard Burton, Sharon Hirsch and Harold Sellars



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Stay in touch:  EarlyYearsNC  earlyyearsnc  earlyyearsnc