



Early Care &
Learning Council

United to Promote Quality



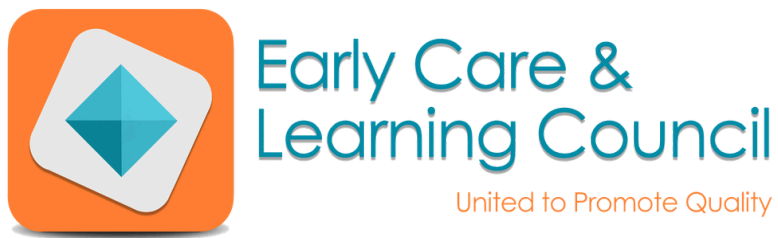
2025

Reflecting on the
past.

ANNUAL REPORT

Looking towards
the future.





Early Care & Learning Council



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Early Care & Learning Council

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A Year in Review

Dear Friends and Supporters,

It is with great pleasure that we present ECLC's 2025 Annual Report. This year was impactful not only for ECLC and Child Care Resource Centers (CCRC) across New York State, but also for the children, families, and early childhood educators we proudly serve.

Our goal remains clear: to provide the framework and leadership for initiatives that strengthen Child Care Resource Center services and support the evolving needs of local communities. In partnership with Office of Children and Family Services (OCFS), we continue to help inform strategies and drive meaningful impact for the families and providers we serve.

ECLC's team continues to grow and expand its efforts to develop and implement innovative programs as guided by our funders and informed by our key strategic partners. Through participation in nationwide Communities of Practice, attendance at national conferences, and collaboration with other states launching new initiatives, ECLC learns, adapts, and shares promising practices with the statewide network of CCRCs.

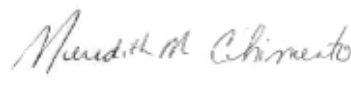
At the beginning of 2026, Governor Kathy Hochul announced in her State of the State address a roadmap toward Universal Child Care. Child Care Resource Centers are uniquely positioned to serve as invaluable partners in this effort by providing professional development for providers, supporting initiatives such as the Empire State Family Child Care Collaborative, and continuing programs and services that have a profound impact on providers, children, and families throughout our communities.

We invite you to take a moment to discover all that ECLC accomplished throughout 2025. We are confident that 2026 will bring even greater opportunities for the early childhood field — increasing accessibility and affordability for families while creating expanded opportunities for educators to enter and thrive in this vital profession as they educate and nurture our youngest learners.

Margie Lawlor
Board Chair



Meredith Chimento
Executive Director




MARGIE LAWLOR

ECLC Board Chair
Associate Director,
Pro Action of Steuben & Yates, Inc.



**MEREDITH
CHIMENTO**

Executive Director
Early Care & Learning Council



About Us

MISSION

Early Care & Learning Council is the coordinating agency for the New York State network of Child Care Resource Centers (CCRCs). We elevate the voices of the CCRCs and advocate for a quality, affordable, equitable early care and education system. ECLC offers training and professional development to CCRCs and delivers innovative curricula that support the building of sustainable child care systems throughout the state.

OUR STAFF

Meredith Chimento, *Executive Director*

Fred Arcuri, *Associate Executive Director of Data & Operations*

Abbe Hahn, *Associate Executive Director of Programs & Services*

Jeannie Thomma, *Associate Executive Director of Strategy & Vision*

Saphyere Redding, *Project Manager*

Tracy Vergason, *Senior Director of Programs & Services*

Brooke Ricci, *Director of Professional Development*

Laura Murphy, *Director of ECE Workforce Supports*

Kayla Teabout, *Professional Development Coordinator*

Karyn Morales, *Child Care Project Specialist*

Niyah Booker, *Workforce Supports Associate*

Andria Ryberg, *Director of Child Care Supply*

Budhan Ramcharan, *Child Care Supply Coordinator*

Mariah King, *Child Care Project Specialist*

Jalessa Horton, *Child Care Supply Associate*

Jessica Klos Shapiro, *Senior Director of Policy & Community Education*

Jessica Jourdin, *Director of Communications*

Mckenzie Pope, *Director of Community Education*

Dominick Bird, *Communications Associate*

Shameia House, *Community Engagement Associate*

Ryan Chappell, *Director of ECE Program Data*

Sam Brotmann, *Data Analyst*

Kylie Wiblishauser, *Data Analyst*

Jillian Scanlon, *Director of Infant & Early Childhood Mental Health*

Rachel Roberts, *Infant & Toddler Coordinator*

Allison Graham, *Infant & Early Childhood Mental Health Associate*

Tammy Parsons, *Director of Finance & Administration*

Arionda Kearse, *Bookkeeper*

Beth Diana, *Contract Manager*

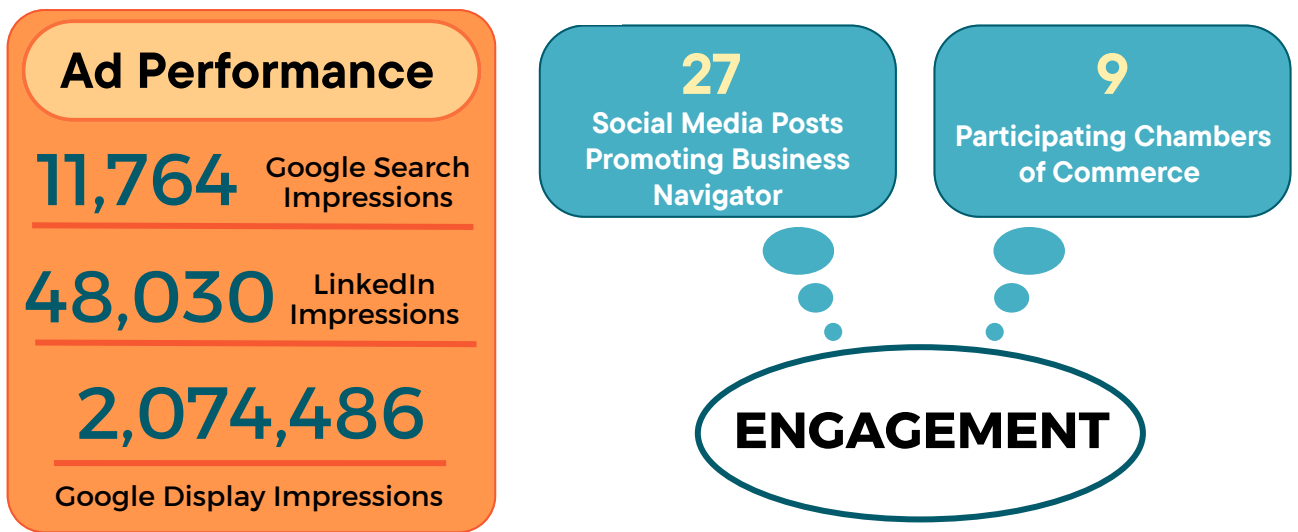
Chelsea Costello, *Finance and Administrative Coordinator*

The Business Navigator

In 2025, Early Care & Learning Council (ECLC) continued its collaboration with a team of 12 Child Care Resource Centers (CCRCs) and expert consultants to provide employers in New York State with a variety of practical child care solutions. The Business Navigator provides details on affordable or free strategies, investment opportunities, and tax credits related to child care. Employers can explore investment strategies that can significantly enhance their workforce, leading to better employee recruitment and retention, heightened productivity, and a more positive workplace culture.

METRICS AND RESULTS

The campaign successfully generated significant reach and engagement across various digital platforms. Key performance indicators include:



Statewide, the most significant recruitment and retention challenges reported by businesses during the live sessions were the ability to offer competitive compensation and benefits (57%), followed by availability and affordability of child care (48%).

BUSINESS NAVIGATOR REACH

10

Live Launches

Live Launches of the Business Navigator toolkit took place, one in each of the Economic Development Regions of the state, reaching over 500 people

300+

Requested Downloads of Toolkit

Digital download requests for the toolkit from ECLC's website since the live launches in 2025

5,200+

Printed Toolkit Copies

Distributed to businesses state wide

2M+

Number of People Reached

Effectively leveraged digital advertising and strategic partnerships to reach more than **two million people** and engage business leaders and HR professionals across New York State

Child Care Advocacy

ECLC and the CCRCs are leaders in promoting equitable access to high-quality early care and education that benefit New York State's children and families. We support policies that provide a framework for enhancing young children's learning and development, supporting workforce participation for individuals who are raising children, and strengthening the economic development and success in all of New York State's communities.

Advocacy Wins

\$3 Million for a Substitute Pool Pilot Program, including:

- \$2.5 million for CCRCs to administer the substitute pools
- \$500,000 allocated to ECLC to provide technical assistance and support with administration and coordination
- Social services law § 390-n amended to create new modality of care: Child Care Support Center

\$100 Million in Capital Grants for Expanding Centers

\$400 Million increase to Child Care Assistance Program (CCAP)

Community Education and Speaking Engagements

ECLC's **Jessica Klos Shapiro** participated in multiple statewide webinars highlighting the intersection of child care policy, workforce development, and economic stability for families. During a webinar hosted by **New York Association of Training and Employment Professionals (NYATEP)**, ECLC presented on "**Bridging the Gap: Child Care and Income Disregard Policies and Their Impact on Workforce Development Community**," discussing how child care access and public benefit policies affect employment and workforce participation. ECLC also joined a webinar hosted by **Business Council of New York State** focused on child care and the adopted New York State Fiscal Year 2026 budget, where speakers provided insight into key budget provisions, funding allocations, and policy changes impacting child care programs, providers, and working families across the state.



Passed Legislation

A9445 Paul/S8776 Cleare: Prohibits the use of infant walkers in child care facilities.



A1382 Paulin/S6226 Rivera: Provides training to staff members accepting registrations, issuing licenses or conducting inspections of child day care homes, programs or facilities on the recognition of controlled substances.

A7145 Walker /S1926 Persaud: Requires social services districts to maintain a waiting list of families who have applied for child care assistance and data regarding the income of such families.

A612 Hevesi/S 278 Skoufis: Removes certain requirements on what the Office of Children and Family Services can determine to be an appropriate staff/child ratios for family day care homes, group family day care homes, school age day care programs and day care centers.

Workforce Supports

SUPPORT FOR OUR NETWORK

→ Learning Café

742 CCRC attendees

One hour long educational forums showcasing experts sharing actionable information related to cultural, educational, and social issues and innovations relevant to the work of our members.

→ LGBTQIA+ Affinity Group

111 CCRC attendees

A confidential discussion group to explore the experiences of lesbian, gay, bi, trans, queer, intersex, asexual, pansexual, and two-spirited people. Monthly direct community group sessions specifically for LGBTQIA+ members are held throughout the year, as well as quarterly allyship sessions that are open to anyone committed to learning, supporting, and growing in their allyship along with members of our LGBTQIA+ community to fellowship together.

→ Culture Club

58 CCRC attendees

A discussion-based virtual learning environment opportunity to connect with colleagues in a brave space designed to explore cultural experiences, share challenges, and express curiosity. Each session introduces educational material to help us expand our multicultural humility and increase awareness of our own biases.

Participant Testimonials



“It was perfect! I really enjoyed it. Honestly, I was planning on having it on in the background while I worked on other things (not ideal I know), but I found it so engaging I didn't do any other work!” - March Learning Café Participant

“The LGBTQIA+ Affinity Group has been an amazing opportunity to safely discuss LGBTQIA+ related issues both in the workplace and in the personal context. I am so grateful for this community space that the CCRC world was missing before. I've made some great connections and feel safe and accepted. I finally have a community to lean on that understands what I am experiencing.”



“It's always a challenge to stay fully engaged in sessions when your mind is on all the other work that needs to get done. I really appreciated that Cecily created space for engagement to look however it needed to — whether that was through the chat, speaking up, using emojis, or just facial reactions. It made the session feel more accessible and inclusive.”- October Culture Club Participant

Infant Toddler & Infant Early Childhood Mental Health Consultation

2025 marked a pivotal and intentional change in data collection for the Infant & Toddler Resource (Specialist) Network. Throughout the year, IT Specialists collected data statewide on the services they provide, such as: Training, Basic and Intensive Technical Assistance, and Activities. IT Specialists will continue to collect this data and highlight the importance and impact of their work.



PROFESSIONAL DEVELOPMENT

Training provided by ECLC in 2025:

- MITCH Training and Onboarding
- Spring 2025 Infant & Toddler/Infant & Early Childhood Mental Health Conference
- Learn the Signs. Act Early. Overview Training
- Pyramid Model B-8 Modules and I/T Modules
- IT/IECMH Training Track at ECLC Leadership Summit
- TPITOS Reliability

Through OCFS, ECLC was able to secure funding to reimburse the cost of travel and attendance for up to **14 IT Specialists and IECMH Consultants** to attend the National ZERO TO THREE LEARN Conference in Baltimore, MD in October 2025

IT DATA BY THE NUMBERS



Professional Development

ECLC's training provides continuous improvement practices among child care providers, resulting in quality early education spaces for children, families, and workers alike.

CHILD CARE MANAGEMENT TRAINING: DIRECTOR'S INSTITUTE

Training Topics:	Participant Feedback:
<ul style="list-style-type: none"> • Director's Overview • Supervisory Skills • Ensuring DAP • Fiscal Management • Orientation 	<p>95%</p> <p>of training participants reported being satisfied or very satisfied with the training environment, learning strategies and techniques, the presenter's knowledge, and the use of respectful language.</p>

The atmosphere felt that we were all there with the mindset of being **intentional learning and growth**. The facilitator was very interactive, it was encouraging to feel her **passion and dedication towards helping fostering a enriched learning environment**.

305

Training attendees



All 7



OCFS regions reached in-person or virtually

BUSINESS DEVELOPMENT



Conversations that Matter: Finding Trauma Informed Paths to Support Children and Families

58 Attendees

at

NYAEYC Annual Conference



Verona, New York



Staff Orientation and Strengthening Supervisory Skills

17 Attendees

all

Child Care Resource Center Directors



New York City, New York



Building Stronger Communication and Engagement

50 Attendees

at

Family Strengthening and Support Training Institute



Albany, New York

Child Care Supply

In 2025, the Child Care Supply Team transformed strategy into practical implementation by aligning and strengthening operational systems across CCRCs, thereby and ensuring that child care programs had access to business-focused supports that promote sustainability.

BUILDING STATEWIDE BUSINESS TECHNICAL ASSISTANCE CAPACITY THROUGH THE BUSINESS SPECIALIST INITIATIVE

A major milestone in 2025 was the continued growth and professionalization of the Business Specialist Initiative, a statewide effort that equips CCRCs with dedicated staff who provide individualized technical assistance and business support to child care providers. The team developed and launched resources to help business specialists succeed in their roles. This includes the Business Specialist Guide, which was designed to orient new Business Specialists and standardize high-quality business support practices statewide. We also began standardized data tracking so that we could better measure both the demand for business technical assistance and the content of those sessions.



In partnership with the McCormick Institute for Early Childhood at National Louis University, the Child Care Supply Team also supported statewide professional development that expanded our network's capacity to use validated quality and business tools. In 2025, 33 staff from 25 CCRCs completed an intensive, four-day training on the Business Administration Scale (BAS) and Program Administration Scale (PAS). This training significantly added to the Business Specialists' ability to assess provider strengths and support continuous improvement through structured, evidence-based technical assistance.

LAUNCHING AND EXPANDING THE EMPIRE STATE FAMILY CHILD CARE COLLABORATIVE (ESFCCC)



In July of 2025, the Child Care Supply team launched and operationalized the Empire State Family Child Care Collaborative, a statewide initiative funded by OCFS designed to increase access to staffed family child care networks. The Child Care Supply team developed implementation tools, and ensured alignment across provider recruitment, coaching, and reporting expectations. Child care management software, Playground and Brightwheel, were used to support ESFCCC.

31

CCRCs enrolled statewide

Monthly

Peer Learning Communities accelerated shared problem-solving and strengthen consistency across the state.

Weekly

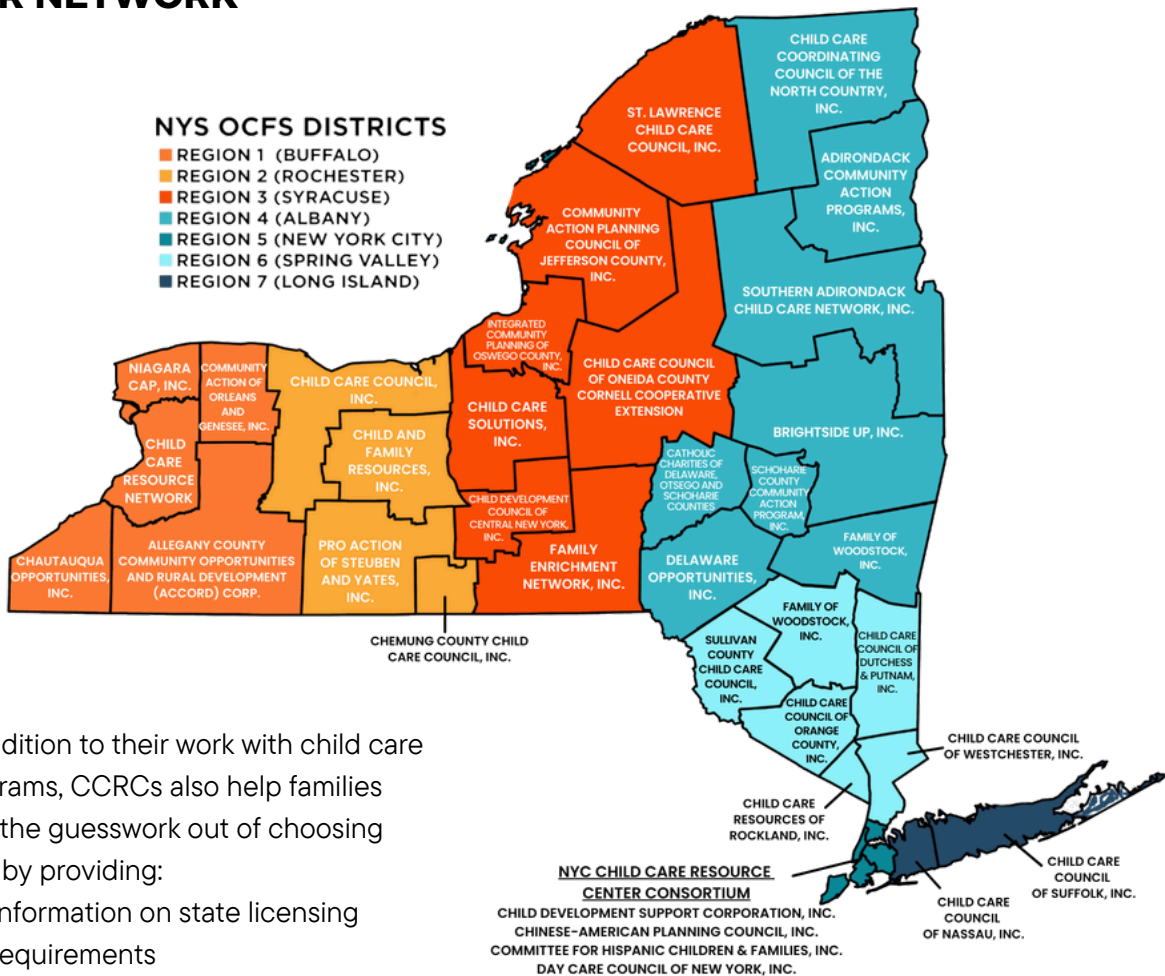
Community of Practice

Child Care Resource Center (CCRC) Network

WHO OUR NETWORK IS

Child Care Resource Centers (CCRCs) serve as the Child Care Resource and Referral agencies for New York State. CCRCs build the supply of quality child care within their state and local communities. Services offered include providing coaching, technical assistance, and business training to child care programs to ensure that their businesses are sustainable. They also equip early childhood educators with professional support, education, resources, and grants to ensure that they are prepared to offer specialized care and education to children.

OUR NETWORK



In addition to their work with child care programs, CCRCs also help families take the guesswork out of choosing care by providing:

- Information on state licensing requirements
- Information on where to get help paying for child care
- **Resources and information on services for children with disabilities**



15,224
families requested referrals in 2024

25,244
children were included in those requests

2025 Board of Directors

BOARD CHAIR

Marjorie Lawlor, *Director*
Pro Action Child Care Council

IMMEDIATE PAST CHAIR

Jennifer Rojas, *Executive Director*
Child Care Council of Suffolk, Inc.

1st VICE CHAIR

Ramon A. Peguero, Esq., *President/CEO*
The Committee for Hispanic Children and Families

2nd VICE CHAIR

Jeff Pier, *President/CEO*
Child Advocacy Center of Greater Rochester

TREASURER

Kimberly Suminski, *Chief Executive Officer*
Child Care Resource Network

SECRETARY

Richelle Singer, *CCRC Director*
Child Care Council of Cornell Cooperative

Gregory Brender, *Chief Policy and Innovation Officer*
Day Care Council of New York

Sumon Chin, *Director of Early Childhood Learning & Wellness Services*
Chinese American Planning Council

Andre Eaton, *NYS Regional Director*
ParentChild+

Dr. Reva Gershen-Lowy, *Senior Vice President*
Cardinal McCloskey Community Services

Kristen Kerr, *Executive Director*
New York Association for the Education of Young Children

Brandy Koproski, *Executive Director*
Integrated Community Planning of Oswego County, Inc.

Tamaé Memole, *Managing Director, Primary Prevention*
Prevent Child Abuse New York

Susan Marker, *Director*
Child Care Council of Chautauqua

Marcia Rowe-Riddick, *Executive Director*
Child Development Support Corporation

Kate Ryan, *Director*
Adirondack Birth to Three Alliance

Kerry Wolfeil, *Team Leader of Child Care Services*
Family of Woodstock

Financial Summary

Receipts

Contracts & Grants	\$4,771,391
Grants/Foundation	\$0
Donations	\$600
Membership	\$120,500
Rentals	\$22,170
Staff Consulting	\$1,200
Special Events	\$88,385
Interest Income	\$48,251
Other	\$2,453
Total Receipts	\$5,054,950

Expenditures

Personnel	\$2,829,019
Consultants	\$1,459,236
Contracted Services	\$49,200
Special Events	\$71,138
Fixed Operating Expenses	\$137,802
Non-Fixed Operating Expenses	\$328,554
Total Expenditures	\$4,874,949

Net Assets: Beginning of Year	\$2,463,610
Net Assets: End of Year	\$2,643,613

2025 Event Sponsors

Thank you to our 2025 sponsors.



2025 Donors

Thank you to our 2025 donors. These donations include general donations, in-kind donations, event donations, and in-kind time contributions.

- ACCORD Child Care Services
- Adirondack Community Action Programs, Inc.
- Brightside Up, Inc.
- Chemung County Child Care Council, Inc.
- Child Care Council of Dutchess and Putnam
- Child Care Council of Nassau
- Child Care Council of Orange County
- Child Care Council of Suffolk
- Child Care Council of Westchester
- Child Development Support Corporation
- Child Care Resource Network
- Child Care Resources of Rockland, Inc.

- Child Care Solutions
- Child and Family Resources, Inc.
- Community Action of Orleans and Genesee
- Community Playthings
- Cornell Cooperative Extension Oneida County
- ECLC's 2025 Board of Directors
- ECLC 2025 Staff
- Family of Woodstock
- Integrated Community Planning of Oswego
- Lauren Tobias
- Living Inspired, LLC
- Pro Action Child Care Council
- Southern Adirondack Child Care Network
- Stella And Charles Guttman Foundation

Reflecting on the past. Looking towards the future.



Early Care & Learning Council

www.earlycareandlearning.org

CONTACT US



Email

info@earlycareandlearning.org



Phone

(518) 690-4217



Address

230 Washington Avenue Ext.
Albany, NY 12203