



# Pivotal Growth

# 2021 ANNUAL REPORT

MUNCIE & DELAWARE COUNTY  
BY5 EARLY CHILDHOOD INITIATIVE

**Effects of  
Kindergarten  
Readiness on the  
Cradle to Career  
Pathway**

**17%**  
**MORE LIKELY TO  
GRADUATE HIGH  
SCHOOL**

**4X**  
**MORE LIKELY TO  
GRADUATE FROM  
COLLEGE**

**46%**  
**MORE LIKELY  
TO HAVE A  
FULL-TIME JOB**

**20%**  
**MORE LIKELY TO  
EARN A STRONG  
SALARY BY AGE 40**



**LETTER FROM THE BY5 LEADERS**

Dear Friends,

Covid-19 has exposed significant cracks that threaten the very underpinnings of our country's socioeconomic structure. Not least among these cracks are those associated with dependable childcare and high-quality pre-k programming. Early childhood education has been particularly and adversely impacted by the unprecedented challenges of the last two years.

Early childhood professionals have long been woefully underpaid: Wages for these essential workers are often barely above the poverty level. Consequently, when the government began to financially assist those who were out of work because of closure from the pandemic, many early childhood educators made the rational decision to accept these benefits and remain at home. This created a significant gap in the early childhood workforce that is still bedeviling us, which has led to fewer available spots for children to be enrolled in these critical programs. BY5 is actively collaborating with our partners to address this shortfall of skilled personnel.

Over the past two years providers have expressed to BY5 feelings of isolation and a desire to collaborate with peers. In an effort to address this concern, BY5 began hosting monthly provider calls via Zoom where any provider could share and hear challenges, help each other solve problems, or just lend an ear. Additionally, using grant funding, we hired an Assistant Director of Childcare Resources, BriAnna Green. Her focus is on maintaining contact with our providers and assisting them in any way that we can, ultimately enhancing the lines of communication with our local providers.

Finally, Muncie BY5 is proud to lead the Birth to 5 Collaborative Action Network (CAN) through the George and Frances Ball Foundation's Cradle to Career Initiative. This network, brings together groups and agencies who work with young children and their families to set meaningful goals to help prepare children for kindergarten. As part of this effort, we are excited to open our Early Childhood Professional Training Center to help further prepare those working in the field to achieve job satisfaction while helping children grow to love learning. Much of the preparation for this training center was completed and funded in 2021. We look forward to sharing the exciting results with you in next year's annual report.

This is only a snapshot of the important work occurring at BY5. Please contact us if you would like to learn more or wish to become more involved in helping us fulfill our mission. If you would like to support our work financially, you may make a gift to Muncie BY5 on The Community Foundation of Muncie & Delaware County, Inc. website (CFMDIN.org) or send a check to BY5 at 108 S. Walnut St., Suite 306, Muncie, IN 47305.

**108** OPEN EARLY CHILDHOOD  
TEACHER POSITIONS  
(REPORTED)

**\$11.12** /HR AVERAGE PAY RATE IN  
DEL. CO. FOR ECE TEACHERS,  
RANGE \$7-27/HR

*Missy Modesitt*

Missy Modesitt  
Executive Director

*Jim Williams*

Jim Williams  
Board President



## Providing Support to Our Providers

It's no secret that childcare centers have historically operated on lean budgets. This delicate balance—the cost of providing quality care while maintaining an affordable rate for families—only got more difficult when the pandemic hit. Childcare providers were confronted with additional costs for cleaning and safety supplies, and the industry took a hit from the national employment shortage.

BY5 is proud to provide much-needed provider support through Early Learning Indiana's Stronger Together grant program. As a Stronger Together grantee, BY5 acts as a shared service hub for our community's five largest providers (that together serve a significant percentage of our community's children in childcare).

After convening with these five providers to assess their needs and determine how we could best help them, we identified three key areas on which to focus our support:

- 1. BUSINESS AND FINANCIAL TRAINING** – We've enlisted a business analyst from Indiana Small Business Development Center to host a monthly "Know Your Numbers" series to help our providers understand their finances. This early childhood business-specific training will continue through 2022 and 2023.
- 2. MENTAL HEALTH SUPPORT** – We hired a social work intern to visit each provider and conduct basic mental health checks of both staff and children in several childcare settings. A licensed child psychologist will then create a curriculum for early childhood professionals to use in the classroom as well as offer suggestions for self-care for the staff. BY5 will support these plans, with our hope being that this will reduce employee turnover, thus saving the providers money.
- 3. CURRICULUM AND ASSESSMENT SUPPORT** – Creative Curriculum and intense training were offered to 25 preschool teachers and directors to enhance their teaching practices related to standards-based instruction to improve kindergarten readiness.

Remaining funds will be used in 2022 and 2023 for our early childhood professional training center.

## Growing Team, Growing Impact

In 2021, we welcomed Sarah Fiechter, Strategic Initiatives Coordinator, to our team. Sarah leads the efforts pertaining to our strategic goals and community programs. We also added Bri Green, Assistant Director of Childcare Resources, to lead connections with our providers, including everything from linking them to the correct state agency or helping to deliver food at Second Harvest Food Bank for their struggling families. Together, Sarah and Bri have already made a real impact on our organization and our community's early childcare network.



**BRIANNA GREEN**  
Assistant Director of  
Childcare Resources

**SARAH FIECHTER**  
Strategic Initiatives  
Coordinator



## Mini-Grants Support COVID Needs of Lower-Level Providers

Via funding from Ball Brothers Foundation and George and Frances Ball Foundation, BY5 offered three rounds of "mini-grants" to Paths to Quality Level 0-2 childcare providers to support the purchase of equipment, supplies, and more. Childcare centers at these levels often do not have the same funding opportunities from the state or private funders as their "higher quality" counterparts. BY5 sought to level the playing field by ensuring these childcare centers also had access to the resources they needed to meet new COVID protocols to keep staff, children, and families safe.

- Cardinal Clubhouse – Riverside** Staff incentives, air purifier, touchless thermostats  
Sensory table and staff incentives
- Cardinal Clubhouse – Talley** Infant/toddler play structure and staff incentives  
Staff incentives, air purifier, touchless thermostats
- Kids Coloring Box Daycare** Staff incentives, touchless thermostats  
SEL work with kids
- Kids Coloring Box, Too** Staff incentives, touchless thermostats
- Little Gems Childcare** 100 adult masks, 100 child masks, individual learning toys, books, sensory boxes



## Charting a Course for the Future

The following Measurable Outcomes, developed in late 2021, will drive the work of Muncie BY5 for the next several years.

**Our community has a strong and aligned EARLY CHILDHOOD PROFESSIONALS PIPELINE.**

Providers are **TEACHING THE EARLY LEARNING FOUNDATIONS** and assessing performance in preschool.

Families are **UTILIZING ALL FUNDING OPPORTUNITIES** available to afford and access childcare and education.

Childcare and education **PROVIDERS ARE FINANCIALLY STABLE.**

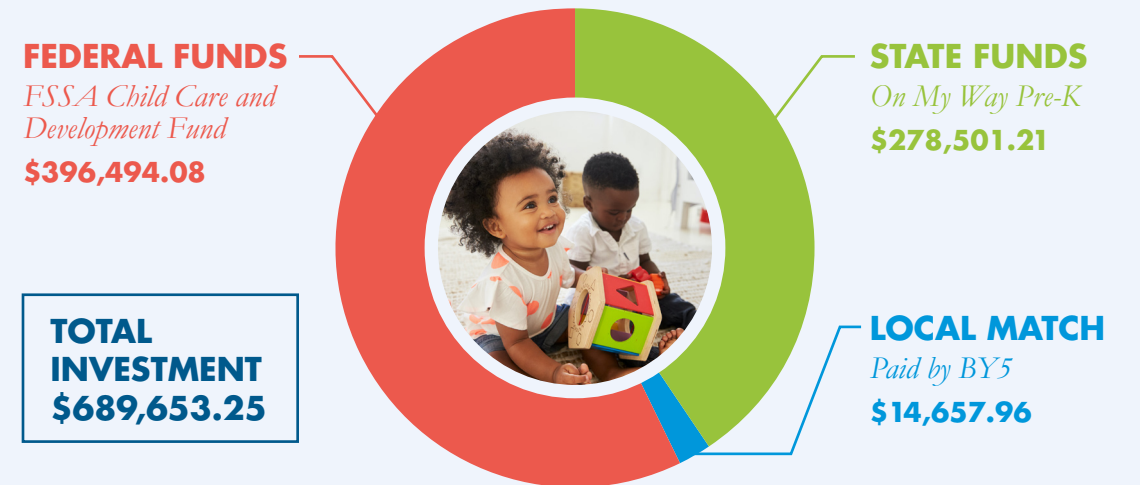
**EMPLOYERS ARE ENGAGED** in kindergarten readiness.

Kindergarten readiness is crucial for success in future stages of life

**90% of brain development occurs before age 5**

## Investing in Pre-kindergarten

Using On My Way PreK funding, 123 Delaware County children were able to attend preschool at no cost during the 2021-2022 school year. Muncie BY5 provided \$14,657.96 in local match funding for this program. The State of Indiana invested \$278,501.21 for On My Way PreK vouchers while \$396,494.08 was invested in CCDF vouchers with federal funds. In total, \$689,653.25 was invested in high quality early learning for children in Delaware County.



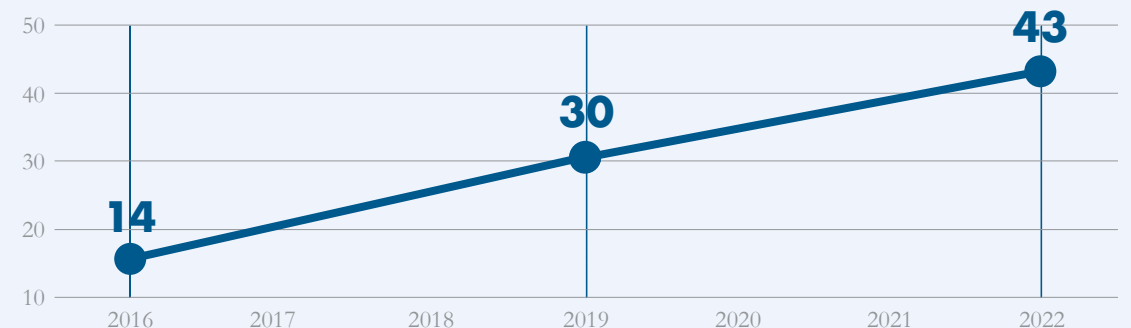
### COST OF CARE IN DELAWARE COUNTY

The average cost of childcare in Delaware County is higher than tuition at Ball State University. Through programs like On My Way Pre-K, we are working to make high-quality care accessible to more families.

Infant at Level 4 Provider	Toddler at Level 4 Provider	3-5-Year-Old at Level 4 Provider
<b>\$18,928</b> ANNUALLY	<b>\$16,016</b> ANNUALLY	<b>\$11,648</b> ANNUALLY

### INCREASE IN HIGH-QUALITY CHILD CARE PROVIDERS (PTQ LEVEL 3 & 4)

BY5 has long worked with local providers to progress them through the Paths to QUALITY ranking system, ensuring children in Delaware County have ample access to quality care during their most formative years.



# Establishing a Strong Foundation for the Cradle to Career Pathway

George and Frances Ball Foundation and Muncie Community Schools are the driving force behind Delaware County's Cradle to Career Initiative. **Muncie BY5 is leading the Kindergarten Readiness Collaborative Action Network (CAN)** with representation from Muncie Community Schools, Ivy Tech, Ball State University, Purdue Extension, Muncie Children's Museum, Heart of Indiana United Way, Eastern Indiana Works, local childcare providers, George and Frances Ball Foundation, and many others.



## KINDERGARTEN READINESS

Children enter kindergarten ready to succeed in school

**LOCAL LEADER:**



## THIRD GRADE READING

Students read at grade level by third grade

**LOCAL LEADER:**



## MIDDLE GRADE MATH

Students are proficient at math in middle school

**LOCAL LEADER:**



## HIGH SCHOOL GRADUATION

Students graduate from high school

**LOCAL LEADER:**



## POSTSECONDARY SUCCESS

Students and residents complete a postsecondary degree, certification, or credential

**LOCAL LEADERS:**



## CAREER EMPLOYMENT

Adults have living wage employment

**LOCAL LEADERS:**



## EDUCATION SUPPORTS

### SOCIAL EMOTIONAL LEARNING

Students meet social emotional benchmarks in K–12

**LOCAL LEADER:**



### INTERNET AND DEVICES

Students and residents have access to and the ability to use 21st-century learning tools

**LOCAL LEADER:**



## COMMUNITY &

### WRAP AROUND SUPPORTS

Students live in safe and stable communities

**LOCAL LEADER:**



## FAMILY SUPPORTS

### FAMILY & COMMUNITY ENGAGEMENT

Families and community members support learning and build caring, trusting relationships with students as mentors and systems of support

**LOCAL LEADER:**



### HEALTH

Students and residents are healthy

**LOCAL LEADER:**



### EQUITY

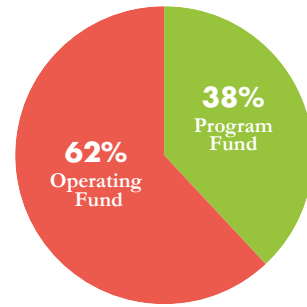
Students and residents have equitable access to programs, services, and high-quality education, and culturally responsive practices are utilized by all partners

# Muncie BY5 2021 Financials

## GRANTS RECEIVED IN 2021

### Operating Fund Grants:

**George and Frances Ball Foundation**  
**The Community Foundation of Muncie & Delaware County**  
**IU Health Foundation via CFMDIN**  
**Total: \$286,000**



### Program Fund Grants:

**Ball Brothers Foundation:** COVID Relief  
**Early Learning Indiana:** Stronger Together  
**Heart of Indiana United Way:** Kick-Off to Kindergarten  
**Indiana Youth Institute:** Executive Education  
**George and Frances Ball Foundation:** Results Based Accountability Training  
**The Community Foundation of Muncie & Delaware County:** Child Care Provider Support  
**Total: \$171,870**

## EXPENDITURES

### Operating Fund Expenditures: \$190,015

**Staff:** \$132,582

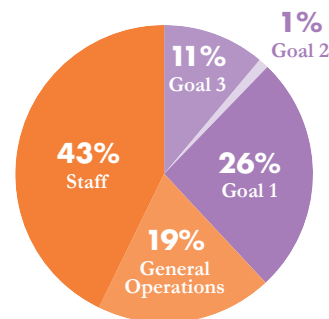
**General Operations:** \$57,433

### Program Fund Expenditures: \$114,938

**Goal 1** – Increase awareness of the importance of early learning  
*(including COVID assistance):* \$78,205

**Goal 2** – Support Families: \$2,224

**Goal 3** – Increase access to high quality early learning: \$34,509



## THANK YOU TO OUR DONORS!

Stefan and Joan Anderson	Lance and Mary Jo Estep	Jenni L. Marsh
Dave and Joan Bahlmann	David and Nancy Galliher	John and Grace Miller
Ball Brothers Foundation	George & Frances Ball Foundation	Jon and Nancy Barefoot Moll
Jane Botts	Heart of Indiana United Way	Judith Roepke
The Community Foundation of Muncie & Delaware County	Indiana Youth Institute	Neil Schmottlach
Delaware County BY5 Early Childhood Initiative - Program Fund	Dr. Martha Kendrick	Kelly and Joel Shrock
Early Learning Indiana	Thomas and Nancee Kinghorn	Dr. Annemarie Voss

## OUR KEY PARTNERS

8twelve Neighborhood Coalition	the Education of Young Children	MutualBank
A.E. Boyce Co., Inc.	Indiana Small Business Development Corporation	National Association for the Education of Young Children
Ball Brothers Foundation	Indiana Spark	Office of Community Engagement at Ball State University
Ball State University	Indiana Youth Institute	Office of Early Childhood and Out-of-School Learning
Cardinal Greenways	Intersection	Open Door Health Services
Central Indiana YWCA	IU Health	PBS Kids
Chances and Services for Youth	Ivy Tech Community College	Purdue Extension
City of Muncie	Meridian Health Services	Ross Community Center
The Community Foundation of Muncie & Delaware County, Inc	Motivate Our Minds	Second Harvest Food Bank
Cowan Community Schools	MP3	Shafer Leadership Academy
Daleville Community Schools	Muncie Action Plan	Whitely Community Council
DeFur Voran	Muncie-Delaware County Chamber of Commerce	YMCA of Muncie
Early Learning Indiana	Muncie Area Career Center	Yorktown Community Schools
Eastern Indiana Works	Muncie Children's Museum	
Family and Social Services Agency	Muncie Community Schools	
George and Frances Ball Foundation	Muncie Habitat for Humanity	
Heart of Indiana United Way	Muncie Housing Authority	
Indiana Association for	Muncie Power Products	
	Muncie Public Library	

## OUR ADVISORY BOARD

United Daycare Center  
Huffer Memorial Childcare Center  
New Beginnings Daycare  
Janelle Kramer Childcare  
Destiny Christian Academy – Central



# Be Part of the Solution

Here's how you can help support the BY5 initiative:



## DONATE

100% of proceeds go toward advancing BY5's goals



## JOIN

Become a member of the network if you or your company's values align with BY5

Book a BY5 presentation for the next meeting of your organization.  
**(765) 216-7423 | [MISSY@MUNCIEBY5.ORG](mailto:MISSY@MUNCIEBY5.ORG)**

## Board of Directors 2021–2022

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Attorney, DeFur Voran

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**BriAnna Green**  
ASSISTANT DIRECTOR OF CHILDCARE RESOURCES

**Sarah Fiechter**  
STRATEGIC INITIATIVES COORDINATOR

**MUNCIEBY5.ORG**

108 S WALNUT ST, SUITE 306, MUNCIE, IN 47305

**WE'VE  
MOVED!**

With our new BY5 Training  
Center & room to grow,  
we're excited about new  
opportunities!