



*Baby***TALK** 2018 ANNUAL REPORT

Dear Friends and Stakeholders:

Thank you for making 2018 yet again another remarkable year for Baby TALK. Our dedicated staff, board members, and volunteers have done an incredible job at expanding outreach while strengthening our programs and services to families.

A few highlights by program include:

- Baby TALK Early Head Start (BTEHS) maintained enrollment of 74 slots throughout 2018. The most recent federal review was conducted in fall of 2018 and was found in compliance with all regulations in the Head Start Performance Standards and the Head Start Act of 2007. BTEHS continues to maintain and Gold Circle of Quality Designation from ExceleRate Illinois, the state quality rating system for Early Childhood programs in Illinois and is the first and only program serving families with infants and toddlers in Macon County to hold this designation.
- Baby TALK Home Visitation/ISBE Intensive Services: 223 total children served, 41 children Decatur Center Based, 102 Decatur Community- Based and 80 RefugeeONE Chicago Community- Based
- Family Literacy GED Programing: 24 adults, 27 children, 6 adults who have earned their GED
- Foundations celebrated the fourth successful year of the alternative education program for pregnant and parenting teens in collaboration with the Regional Office of Education. 29 total students and 11 graduates.
- The Learning Institute provides training, professional development and technical assistance to professionals in Illinois. 157 total programs implementing Baby TALK model of which 133 of the programs are here in Illinois. 224 professionals trained. 14 sites went through the Quality Confirmation process.

May, Cocagne, and King, P.C. conducted a financial audit in the Summer of 2018 and there were no negative findings. The Program BTEHS Budget for FY2018 was \$1,454,671 in federal grant funds that included \$10,973 in COLA funds, with \$28,816 designated to Training and Technical Assistance. The Non-Federal Share goal for FY2018 was \$290,934. More information about the budget can be found later in this report. Our ongoing goal is to keep our overhead low while increasing our service in the field and to families. You truly make this possible! Baby TALK is stronger than ever due to our continually expanding community who comes together to donate time, resources, and talent in support of our important mission. This year along our volunteers logged over 12,240 hours.

Thank you for wholeheartedly being a part of Baby TALK!



Cindy Bardeleben
Executive Director

GOVERNANCE

Baby TALK Inc.

Board of Directors

Cindy Bardeleben, *Director*

Jeff Byrkit, *President*

Kim Mangan, *Vice President*

Katie Gross, *Secretary*

Dan McGuire, *Treasurer*

Dr. Darlene Hoffman

Karen Schneller

Ashley Grayned

Matt Naber

Anquenette Hicks

Megan Comerford

Andy Cave

Trisha Erickson

Dianna Heyer

Kathy Locke

Lucy Smith

Sarah Massey

Michael Karunas

Dan Harris

Regan Lewis

Georgette Page

Mike Shaw

Baby TALK

Early Head Start Policy Council

Tyler Kitchens

Raeanne Dale

Mike Shaw

Jennifer Watts

Sarah Massey

Charmaine Rodgers

Jennifer Satterfield

Baby TALK (Teaching Activities for Learning and Knowledge) is a community family support model which provides the framework to guide parent educators, teachers, social workers, family support specialists, nurses, physicians, librarians and city leaders in nurturing school readiness and optimal child development by supporting infants and toddlers and their parents.

Home Visiting:

Families in need of additional resources and support are enrolled in the Home Visitation program. Children's development is monitored as families set goals according to the Individual Family Service Plan.

- **Early Head Start Home-Based Option:** The Baby TALK Early Head Start Home-based program is one of the options for delivering comprehensive Early Head Start services. Home visiting is unique because it offers an opportunity for families to get the support they want in their own homes. Home visits take place once a week for 90 minutes.
- **Parents To Be:** Baby TALK Early Head Start serves pregnant women. The services offered to our Parents 2B families consist of tracking their prenatal care visits, breast feeding information, second hand smoke, drinking, pregnancy, postpartum depression, good nutrition and dental care.
- **Baby TALK Family Support Program:** Families with risk factors and in need of additional support are enrolled in the Home Visitation program. Families receive 2 home visits per month and participate in group encounters.

Center Based Programs:

Children receive high quality care and education by trained early childhood teachers in collaboration with the child's parents. Baby TALK centers are a hub of educational experiences to support the role of the parent and the parent-child relationship as families grow together.

- **Foundations:** Alternative Jr./Sr. high school for pregnant or parenting teens in the Macon-Piatt Regional Office of Education region. Students attend a half day alternative school for teens as they adjust to pregnancy and parenting. They are supported in their role as a student and a parent with the goal to return to their home school or Futures Unlimited.
- **Family Literacy:** GED/ESL classes for adults with children birth-5 with wrap-around supports including child education, parenting classes, family events, home visits, and transportation to and from class and the library.
- **Baby TALK Early Head Start (BTEHS):** A licensed facility designed to support families parented by teenagers and young mothers in the hopes that they will continue their education. Participating families receive excellent care and education for children ages 3 and under, wrap-around services, encouragement and support.

- **STEPS:** Children ages birth-3 receive Early Intervention services through Child and Family Connections (CFC #19). At STEPS children attend class twice weekly to engage with typically developing peers, receive necessary therapies and engage in developmentally appropriate activities with a developmental therapist.

Programs for Teen Parents:

Baby TALK provides a multi-support program for junior high and high school students who are pregnant or parenting in our community.

- **Foundations:** Baby TALK in collaboration with Macon Piatt ROE provides a high quality program for teens who are pregnant or parenting with children up to 4 years of age. Macon Piatt ROE provides academic instruction while Baby TALK provides a parenting class for parents and a high level of child education for their children while the parent attends academic classes.
- **Early Head Start:** This program is designed to support families parented by teenagers in the hopes that they will continue their education, as well as develop skills and confidence to better parent their infant. Families participate in the center based or home based program. Transportation is provided for center based participants.
- **Parenting Classes:** Baby TALK provides weekly parenting classes at MacArthur, Eisenhower and Futures Unlimited to pregnant or parenting students who are enrolled in high school. Students can receive dates and times from their school nurse.
- **Home Visiting:** Caring professionals support teens (moms and/or dads) as they balance being both a parent and student. Teens receive 2 home visits per month that focus on child development and parenting skills.
- **GED:** Baby TALK collaborates with Richland Community College to provide GED classes for teens with children under the age of 5 years old who are in need of an alternative to traditional high school and who have low academic credits.
- **Parents 2B Program:** Baby TALK Early Head Start serves pregnant teens in this program. The services offered to our Parents 2B families consist of tracking their prenatal care visits, breast feeding information, second hand smoke, drinking, pregnancy, postpartum depression, good nutrition and dental care.

www.babytalk.org



Model – Approach – Curriculum

Mission	To positively impact child development and nurture healthy parent-child relationships during the critical early years	
Model	<ul style="list-style-type: none"> ✓ Framework for building a system ✓ Begins with universal screen of families of young children ✓ Relationship-based approach to family engagement ✓ Emphasis on identifying and serving the most at-risk ✓ Research-based curriculum ✓ Evidence-based strategies for engaging and providing support 	
Goals	<ul style="list-style-type: none"> ✓ Building strong relationships ✓ Creating a system of support for families ✓ Supporting parental sense of competence ✓ Promoting healthy attachment 	<ul style="list-style-type: none"> ✓ Promoting development in all domains ✓ Reducing parental stress ✓ Promoting protective factors and resilience ✓ Promoting positive parent and child outcomes
Origin	Baby TALK has been serving families with young children since 1986	
Key Methods & Approaches	<ul style="list-style-type: none"> ✓ Nurturing families in support of optimal early childhood development ✓ Applying a developmental approach to family engagement ✓ Facilitating parent-child interaction ✓ Affirming parental competence ✓ Using active listening, reflection and strength-based strategies ✓ Building community connections 	
Delivery Methods & Curriculum	<ul style="list-style-type: none"> ✓ Home visiting, including comprehensive wraparound services ✓ Center-based programming for family engagement roles and classroom teachers ✓ 273 pieces of curricula to engage and reflect with families; 370 pieces to facilitate parent-child interaction 	



Baby TALK Early Head Start Professional and Family Development

Family Well-Being	<ul style="list-style-type: none"> ✓ Use relationship-based competencies and practices to listen as families share about their child ✓ Build trustworthy system of support within the community, in support of family needs ✓ Relate comprehensive services applicable to the child and the entire family ✓ Support parental mastery and strengthen relationships with families regarding their safety, health and stability ✓ Use research-based Baby TALK curriculum to address specific family needs (common parenting issues, adolescent parenting, facing trauma)
Positive Parent/Child Relationships	<ul style="list-style-type: none"> ✓ Focus on the parent-child relationship; Use curriculum to facilitate (236 age-based parent/child activities) ✓ Take a strength-based approach while considering families' resource assessments ✓ Put the parent in the role of "expert" of the child. "Tell me about your baby" ✓ Allow parents to direct the nature and content of interactions to support optimal development ✓ Allow for meaningful reflection with the parent about the child's development
Families as Lifelong Educators	<ul style="list-style-type: none"> ✓ Focus on all efforts, no matter the size, that parents make in support of health, growth, and development ✓ Observe and narrate parental support of the child ✓ Encourage family participation in all aspects of the program and other community offerings for young children
Families as Learners	<ul style="list-style-type: none"> ✓ Apply knowledge of adult learning theory ✓ Come alongside families to understand their hopes and dreams to develop family partnership agreements ✓ Deliberately support and acknowledge success and goal attainment of families ✓ Support and facilitate when possible, families attempts to pursue education and training



May, Cocagne & King, P.C.

Certified Public Accountants and Consultants

1353 E. MOUND ROAD, SUITE 300 DECATUR, ILLINOIS 62526-9344 217/875-2655 FAX 217/875-1660

ANDREW D. THOMAS
HELGA J. TOWLER
WILLIAM R. MOSS
CATHERINE J. MANSUR
STEVEN R. GROHNE
MARK S. WOOD
CRAIG T. NEGANGARD
DAVID S. BROWN

INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED IN ACCORDANCE WITH *GOVERNMENT AUDITING STANDARDS*

To the Board of Directors
Baby TALK, Inc.
Decatur, Illinois

Report on the Financial Statements

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of Baby TALK, Inc. (a nonprofit organization), which comprise the statements of financial position as June 30, 2018 and 2017, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements, and have issued our report thereon dated February 26, 2019.

Internal Control Over Financial Reporting

In planning and performing our audits of the financial statements, we considered Baby TALK, Inc.'s internal control over financial reporting (internal control) to determine the audit procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of Baby TALK, Inc.'s internal control. Accordingly, we do not express an opinion on the effectiveness of Baby TALK, Inc.'s internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of the internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and therefore, material weaknesses and significant deficiencies may exist that were not identified. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. We did identify a certain deficiency in internal control, described in the accompanying schedule of findings and questioned costs that we consider to be a significant deficiency (2018-001).

Compliance and Other Matters

As part of obtaining reasonable assurance about whether Baby TALK, Inc.'s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the determination of financial statement amounts. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Baby TALK, Inc.'s Response to Findings

Baby TALK, Inc.'s response to the finding identified in our audit is described in the accompanying schedule of findings and questioned costs. Baby TALK, Inc.'s response was not subjected to the auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on it.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the organization's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the Organization's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

May, Coeague & King, P.C.

Decatur, Illinois
February 26, 2019

BABY TALK, INC.

STATEMENTS OF FINANCIAL POSITION
June 30, 2018 and 2017

	2018			2017		
	Operating Fund	Endowment Fund	Total	Operating Fund	Endowment Fund	Total
ASSETS						
Current Assets:						
Cash and cash equivalents	\$ 239,662	274,690	514,352	114,680	245,924	360,604
Investments		632,273	632,273		571,672	571,672
Accounts receivable	168,056		168,056	122,819		122,819
United Way receivable	79,522		79,522	35,000		35,000
Grant receivable	261,445		261,445	865,906		865,906
Inventory	29,881		29,881	13,364		13,364
Prepaid expenses	12,487		12,487	12,487		12,487
Total current assets	791,053	906,963	1,698,016	1,164,256	817,596	1,981,852
Property and Equipment, net of accumulated depreciation	314,060		314,060	340,322		340,322
TOTAL ASSETS	1,105,113	906,963	2,012,076	1,504,578	817,596	2,322,174
LIABILITIES AND NET ASSETS						
Current Liabilities:						
Accounts payable	31,817		31,817	17,903		17,903
Salary and related payables	59,855		59,855	55,711		55,711
Due to Macon/Piatt Regional Office of Education	261,445		261,445	865,906		865,906
Deferred revenue						
Total current liabilities	353,117	-	353,117	939,520	-	939,520
Net Assets:						
Unrestricted	646,411	297,259	943,670	465,870	207,892	673,762
Temporarily restricted	105,585		105,585	99,188		99,188
Permanently restricted		609,704	609,704		609,704	609,704
Total net assets	751,996	906,963	1,658,959	565,058	817,596	1,382,654
TOTAL LIABILITIES AND NET ASSETS	\$ 1,105,113	906,963	2,012,076	1,504,578	817,596	2,322,174

See Notes to Financial Statements.

2018 ANNUAL REPORT

Baby TALK Early Head Start Operational Budget - FY 2018

As of

December 31, 2018

HHS ACF Grant Award	1163737.00	Budget	Actual Expenses	Sub Totals	% Expended	Budgeted Variance
A. Personnell		\$727,183	\$731,494		101%	100%
Substitutes		\$3,089	\$159		5%	100%
B. Fringe Benefits		\$107,811	\$101,235		116%	100%
APL		\$32,837	\$62,547			
C. Travel		\$0				
D. Equipment		\$0				
E. Supplies		\$20,209		\$24,111	119%	100%
Office Supplies	\$8,000		\$11,008			
Child & Family Service Supplies	\$11,244		\$12,406			
Medical/Dental	\$465		\$248			
Laundry	\$500		\$450			
F. Contractural		\$10,631		\$12,450	117%	100%
Administrative Services	\$0					
Health & Disabilities Services	\$3,000					
Other Contractural	\$7,631		\$12,450			
H. Other		\$135,971		\$136,273	100%	100%
Rent	\$59,426	includes sub	\$60,502			
Utilities, Telephone	\$16,000	salaries from	\$24,193			
ding & Child Liability Insurance	\$7,221	above 3089	\$5,524			
Building Maintenance/Repair	\$3,000		\$2,887			
Local Travel	\$3,000		\$2,257			
Parent Services	\$1,510		\$1,154			
ublications Advertising/Printing	\$3,230		\$275			
Other	\$39,495		\$39,482			
Additional funds for training/technical assistance		\$26,603	\$26,603		100%	100%
indirect costs		\$102,492	\$68,864		67%	100%
TOTAL		\$1,163,737	\$1,163,737		100%	100%
In-Kind		\$290,934	\$315,303			
		\$1,454,671	\$1,479,041		102%	100%

Fed Grant Draws	\$1,163,737	41,266	drawn in January, obligated prior to
Other Income	\$59		
CACFP	\$33,996		
CCRS	\$25,058		
CCRS Parent CoPay	\$3,877	\$315,303	
Annual Fundraising/Cash Donations	\$97,476	Cash/In-Kind match	\$315,303
United Way	\$0		108%
In-Kind	\$217,827		
Parking Lot Fund	\$0	Parking Lot Fund	\$25,100
YTD total revenues	\$0		
YTD total expenses	\$1,584,762		

Additional Income anticipated:	
CACFP	\$33,500
United Way	\$9,231
Other Income	\$2,500
In-Kind	\$290,934
CCRS	\$24,000
total	\$360,165

CACFP Income	\$33,996	Cash donations	\$97,476
CACFP Expenses	\$29,359	Expenses paid thru cash donation	\$97,476
CACFP Labor pd by CACFP	\$4,637		
CACFP Labor pd by grant	\$34,887	United Way Income	\$0
		United Way Expenses	\$270
CCRS Income & Parent Co-Pay	\$28,934		
CCRS Expenses	\$14,120	Total income from CACFP, CCRS, United Way,	\$62,930
		Total expenses pd by CACFP, CCRS, United Way	\$48,386

Endowment Campaign

“The Early Years Matter”



Why the endowment matters

Endowment gifts are the most lasting and powerful resources a donor can give. Because they provide a steady stream of income from permanently invested funds, endowment gifts keep on growing and giving from one generation to the next. Strong financial management has enabled Baby TALK to sustain and build the endowed funds. Clearly, we must continue to increase the size of our endowment if we are to keep pace with an ever changing not-for-profit environment and continue to expand our programs. New endowed funds will help us achieve these goals.

Ensuring the future of Baby TALK

Baby TALK created a permanent endowment fund to ensure the future of birth to three programming and family literacy. The endowment is intended to establish in perpetuity, to guarantee a sustainable source of funding for the delivery of its diverse programs.

Named Gifts

For a minimum gift of \$25,000, donors may honor or memorialize an individual, family or entity by creating a named fund. Gifts of \$25,000 and above are recognized with an engraved plaque displayed prominently in the reception area.

Baby TALK extends to donors an unique opportunity to provide perpetual support in fulfillment of Baby TALK mission to positively impact child development and nurture healthy Parent-Child relationships during the critical years.

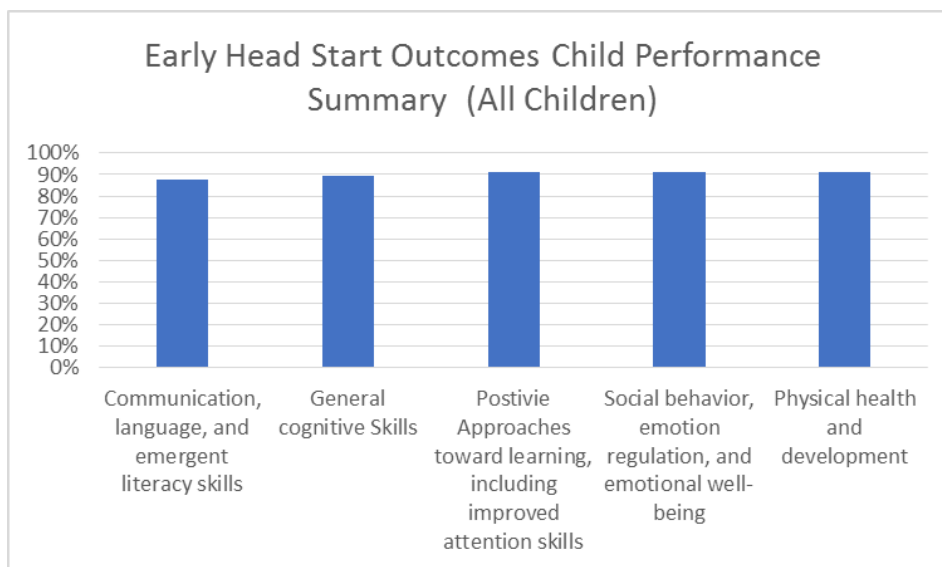
There are many ways to support the endowment, including gifts of cash, bequests, and other types of planned gifts. By supporting the Baby TALK's Endowment fund, you are leaving a enduring legacy that will benefit generations to come. If you are interested in making a gift to the Baby TALK endowment please contact Tara Winter (217) 475-2234.

Early Head Start Families and Children Served in 2018

- 105 Total children served
- 76 Total families served
- BTEHS was 100% enrolled (74 slots) every month in 2018
- BTEHS serves less than 5% of eligible children in Macon County
- 94% of enrolled children were up-to-date on immunizations and well-child checks
- 83.5% of enrolled children over the age of 1 had a dental exam



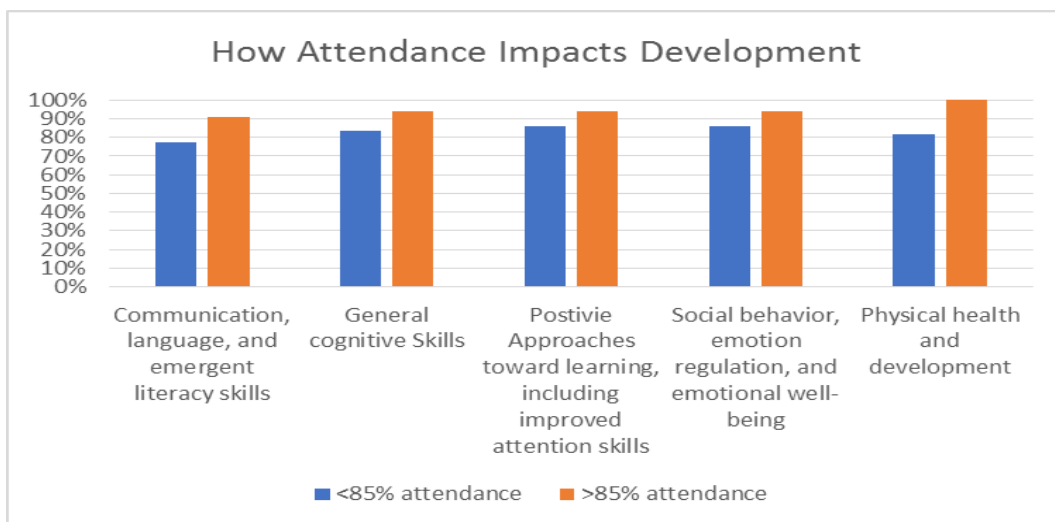
School Readiness



The first part of our mission statement is “to positively impact child development,” so we are careful to collect data on child development to not only help us know how to support each individual child, but also to see how we’re doing as a program.

We analyze it many different ways and post updates to our webpage quarterly. Check out the most current report at: Babytalk.org/baby-talk-early-head-start

We use the Hawaii Early Learning Profile (HELP) as our child development assessment tool.



Children whose attendance rate was 85% or more in 2018 made significantly larger developmental gains in language, cognition, and positive approaches to learning than children whose attendance rate was less than 85%.



Broad Program Goals 2015-2020

The following program goals for the remainder of the 5-year grant cycle were determined based on data collected by the BTEHS Self-Assessment, the BTEHS Community Needs Assessment, and with input from BTEHS Management Team, Staff, Board, and Policy Council Members.

Goal 1	BTEHS will promote healthy lifestyle choices throughout the program as a way to reduce obesity and chronic disease.
Goal 2	BTEHS will provide high quality child developmental center- and home-based services.
Goal 3	BTEHS will strengthen partnerships with other agencies serving homeless people and teens in Macon County.
Goal 4	BTEHS will strengthen data systems.

To view the full plan, including objectives broken down by year and quarters, please visit our webpage at babytalk.org/baby-talk-early-head-start



FAMILY CONNECTIONS 2018

Daddy Playdates

Grandparents Day

Easter Egg Hunt

Bring a Parent to School Day

Volunteer Appreciation Luncheon

Self-Assessment Meeting

Winter Family Fun Day

Lullaby Concert

On-Site Dental Clinics

Pajama Day

International Mud Day Celebration

Scovill Zoo Socialization

Children's Museum of Illinois Socialization Water Play Day

Pedestrian Safety and Policy Council Elections Baby TALK Cardboard Challenge

Mobile Zoo

PARENT INVOLVEMENT

2018 PARENT MEETINGS

January	Illinois Student Assistance Commission presented information on Going Back to School.
February	Linda Sabo discussed “Saving Money with Couponing”
March	Jaycee led a discussion on various parenting issues
April	Courtney played the “Brain Game” with parents.
May	Ameren Reps discussed the new programs at Ameren and how to cut energy costs
September	We discussed Pedestrian Safety and Policy Council(elected members)
October	Student Assistance Commission returned to help parents find ways to fund Going Back to School
	November...Transitioning to Pre-K
December	Michelle Ziegler discussed “Managing your Money”

2018 FAMILY FUN DAYS AND OTHER SPECIAL EVENTS

3/1/18	Pre-school Safari to Pershing Early Learning Center 10:00 a.m.
3/8/18	Pre-school Safari to Anna Waters Head Start Site (2) 10:00 a.m.
3/8/18	Dad’s Night Out at Spare Time Lane 6:00 p.m. (Focus – The Importance of Father Involvement)
3/22/18	Pre-school Safari to Robertson Charter School 9:30 a.m.
3/22/18	Pre-school Safari to Baby TALK Pre–K 10:30 a.m.
3/20/18	Easter Egg Hunt at Center
4/18/18	Volunteer Appreciation Luncheon
4/26/18	Daddy Playdate 9:30 -10:45 a.m.
5/10/18	Muffins with Mom 8:30 a.m.
5/10/18	Lullaby Concert at DPL 6:00 p.m.
9/26 18	Grandparents Day @ BTEHS 9:00-11:00 a.m.
10/10/18	Dad’s Club at DPL in computer lab 11:00 -1:00





Baby TALK could not operate without the help of dedicated donors and volunteers. On behalf of the families we serve, we sincerely thank you!!! We are always looking for volunteers to join our Rockers and Readers Program. If you are interested in supporting BTEHS through volunteering, or providing donations, please contact our Compliance Coordinator: Debra Baltimore at debra@babytalkehs.org or 217.422.9930.

Baby Talk
500 East Lake Shore Drive
Decatur, IL 62521
217.475.2234