

A young girl with brown hair is smiling and climbing a blue rope net. She is wearing a pink shirt. The background is a blurred outdoor setting with green grass and a red object. A yellow diagonal shape is overlaid on the bottom left of the image.

ANNUAL REPORT **2023**

GROWING UP NEW MEXICO
THE **EARLY CHILDHOOD** PARTNERSHIP

Our Mission

To engage the whole community, bringing together people and resources to create increased opportunities for young children and the adults in their lives to achieve their dreams and aspirations.

CHANGING THE GAME FOR NEW MEXICO FAMILIES

We are **nurturing the unlimited potential** of New Mexico's youngest children through our work in home visiting, family coaching, PreK, home-based child care, and more.

At Growing Up New Mexico, we believe that **ALL families are capable of success** if provided the right resources and support. We work to **ensure children and families can thrive**, make positive changes, and develop as healthy and happy human beings.

It has become increasingly clear that combining community-oriented direct service with state-level advocacy and policy improvements is a **powerful way to manifest foundational change** in early childhood education and care.

Our interconnected programs are growing in capacity and reach, and deepening in impact.

Simply put, at Growing Up New Mexico we are **changing the game** and empowering families to thrive.



Brian Lewis, Board Chair



Kate Noble, President & CEO

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OUR INTERCONNECTED PROGRAMS



Great Start Family Support & Growing Up NM Home Visiting – Through in-home visits, trained professionals answer questions and provide regular check-ins and guidance, prenatally to age five, through postpartum support, lactation consultation, developmental assessments, and referrals to community resources and services to promote healthy, happy families.



Infant and Toddler Care – New in 2023, three full-day, full-year classrooms for infants and toddlers, six-weeks to two years, expanding child care options for families in Santa Fe. Two toddler classrooms are currently open, with an additional infant room opening soon.



PreK and Early PreK – Full-day, full-year Reggio Emilia inspired program includes six-classrooms serving three- and four-year-olds. Our five-star program prepares children and families for social and academic success in kindergarten and beyond.



Bridges to Opportunity – Provides guidance through one-on-one coaching, in combination with connections to community resources, to any adult in a household with young children. An innovative, multi-generational program designed to build long-term stability and resiliency, giving families the opportunity to thrive.



Dolly Parton's Imagination Library – Promotes early literacy through monthly book delivery to 2,500 young children in Santa Fe County. Families can sign up as soon as a baby is born and will receive an age-appropriate book each month until their child turns five.



Home-based Care Initiative – Supporting hundreds of home-based caregivers throughout the state of New Mexico with individual coaching, incentives, professional training, and community building. Through this initiative, providers can increase the quality of care they provide as well as strengthen their child care business.



Policy and Advocacy – Growing Up NM occupies a unique position in the state's broader early childhood community in that our continuum of early childhood and family support programs directly inform our policy and advocacy efforts. Taking lessons from the lived-experiences of families and staff, we work on legislation, local regulations, and other issues to improve the early childhood system and professionalize the workforce.

[LEARN MORE](#)

"Great Start is a fantastic resource and support for all parents, especially first-time parents like us. Our Great Start home visitor helped us feel more confident in our parenting and set us up for success in caring for our new baby."

Diego, Great Start Family

OUR WORK: BY THE NUMBERS

Great Start Family Support

Short-term home visiting and lactation support to **establish** a strong foundation

Measurable Outcomes

- **890** visits to families with new infants
- **88%** of mothers breastfeeding at last visit
- **81%** of families transitioned to Growing Up NM Home Visiting

Growing Up NM Home Visiting

Long-term home visiting to **grow** healthy family relationships and support child development

Measurable Outcomes

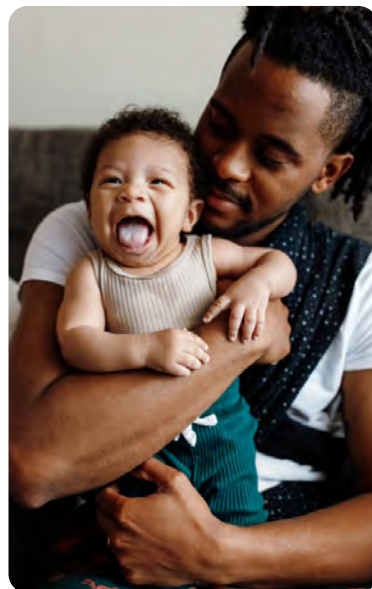
- **4,117** weekly visits to **38** families in Rio Arriba County and **310** families in Santa Fe County, prenatally through age five
- **98%** of mothers received prenatal care
- **90%** of children screened for developmental delays
- **92%** of children at risk for developmental delays were referred to early intervention services

Bridges to Opportunity

Multi-generational support for families with young children to **build** stable and thriving households

Measurable Outcomes

- Navigation and coaching to **125** families with a total of **195** children
- **40** families secured child care
- **15** families housed
- **10** parents/primary caregivers secured employment
- **12** families opened Individual Development Accounts for their children



Early Learning Programs at Kaune

High-quality early education to **prepare** children for school

Measurable Outcomes

- PreK and child care services for **98** children*, including 12 toddlers
- PreK and Early PreK students showed **over 50% growth** in Literacy; Physical Development, Health & Well-Being; and Scientific Conceptual Understanding
- Kaune Kitchen prepared an average **5,500** meals per month

*Average of enrollment for SY22/23 and SY23/24



Dolly Parton's Imagination Library

Book distribution to **promote** early literacy

Measurable Outcomes

- Mailed **28,576** English language books and **272** Spanish language books to **2,400** children in Santa Fe County
- **88%** of families read to their children at least once per day (22% increase)
- **87%** of children showed increased interest in books

OUR WORK: BY THE NUMBERS

Family, Friends & Neighbors

Support for home-based caregivers in Santa Fe

Measurable Outcomes

- **27** providers engaged through home visits, events, and connections to resources
- **12** providers completed Circle of Security training
- **20** providers became CPR certified
- **4** providers completed Safe Sleep training

Regional Home-Based Care Networks

Expanding access to resources and support through gatherings and training opportunities

Measurable Outcomes

- **144** providers participating in 7 networks
- **89%** increased their quality of care
- **81%** feel more supported and engaged by a community of their peers
- **44%** said they are better able to help connect families to needed resources, including early intervention services



Home-Based Child Care Accelerator

An intensive process to strengthen child care businesses throughout New Mexico, in partnership with WESST, and Partnership for Community Action

Measurable Outcomes

- **79** providers graduated
- **58%** of graduates reported increased revenue
- **27%** of graduates reported caring for more kids

"As part of the Accelerator, I became a licensed home. Now I feel more confident that I can profit from my business both financially and as a caregiver."

Cynthia, Doña Ana County 2023 Accelerator

BUILDING THE HOME-BASED CHILD CARE INDUSTRY: NETWORKS, COACHING & INCENTIVES



Growing Up New Mexico's Home-Based Child Care Initiative is designed to catalyze the least recognized sector of the early education and care industry into a stronger and more formally supported part of the early childhood ecosystem. We work to promote greater economic equity for home-based providers while increasing the quantity and quality of child care available to families.

In total, 76 child care businesses were created with support from Growing Up NM.

ADDITIONAL 2023 HIGHLIGHTS:

Individualized coaching provides navigation and support:

Growing Up NM staff and peer coaches help providers navigate regulations and achieve their goals.

- **91%** said coaching has been important or extremely important
- **12** providers increased capacity (able to care for more kids)
- **15** providers accessed state funding for the first time

"I never had a mentor to teach me step by step – that's been my coach to me. She helped me understand how to fill out the paperwork."

April, Las Cruces Network

ESCALONES, led to provider growth:

Through an incentive program (ESCALONES), Growing Up NM is rewarding providers for key achievements in their caregiving journey.

- **114** providers enrolled in ESCALONES Rewards
- **53** rewards paid since launch in May 2023
- Highlights include
 - **5** licensed with ECECD
 - **1** registered with ECECD
 - **3** completed the 45 hour course
 - **2** completed their NM Child Development Certificate
 - **16** completed CPR certification

[LEARN MORE](#)

FAMILY JOURNEYS

Growing Up New Mexico's interconnected programs are voluntary and universally offered with no requirements or qualifications. **Each year, our team serves between 3,500 and 4,000 families with young children, prenatal to age five, living in Santa Fe and Rio Arriba Counties.**

Over the next few pages, we bring you three different examples of how families might experience our programs. The depth of our impact is often best understood through individual stories like these. The stories included here are informed by staff experiences and observations as well as family testimonials.



DAVID AND SUSAN

Susan and David are first-time parents to an infant. They are new to Santa Fe and have no family living in the area. They were discharged from the hospital with no complications.

Once home, Susan began to experience what is known as “the baby blues”. David went online and completed a self-referral form. Within 24 hours, **Growing Up NM Home Visiting** got in touch and scheduled a home visit.

During their first visit, Susan and David's home visitor conducted a postpartum depression (PPD) assessment. Susan was experiencing moderate PPD, so her home visitor made a referral to a local mental health provider.

As time progressed, Susan's PPD subsided. She and David chose to continue with home visiting and receive weekly visits. They learned about sleep, feeding, their baby's development, and other topics of interest. Susan and David's home visitor also encouraged them to sign up for **Dolly Parton's Imagination Library**.

FAMILY JOURNEYS



SARAH

Sarah is a single parent to a toddler. She is employed but struggling to pay bills and cover expenses. Sarah contacted Growing Up New Mexico for support and learned about **Bridges to Opportunity**. She was assigned a coach who helped her secure emergency financial assistance to pay for one month's rent. Sarah's coach also provided more intensive resources, tools, and guidance around household budgeting and other long-term goals.

During a visit, Sarah shared that a big barrier is not being able to find child care. This makes it hard for her to work and earn enough to support herself and her child. The Bridges coach reached out to our **Home-Based Child Care** program to see if a home-based provider might have an open slot for a toddler. Luckily, one did, and Sarah now has safe, reliable, high-quality care for her child.



MARIA & JUAN

Maria and Juan are parents to a baby and a four-year-old. While still in the hospital after the birth of her second child, Maria began experiencing difficulties with lactation and was referred to **Great Start Family Support**. Over the next two months, Maria worked with her home visitor and established healthy lactation.

Even though this was her second child Maria was still feeling unsure as a new mom. Graduates of **Growing Up NM Home Visiting**, both Maria and Juan remembered how helpful it was, so they opted to reenroll.

Juan had returned to work and Maria was feeling overwhelmed caring for a baby and a young child by herself for most of the day. She wanted to return to work, but was unable to find child care for both children. Maria and Juan's home visitor told them that Growing Up New Mexico offers **PreK** and **Infant and Toddler Care** at the **Early Learning Center at Kaune** and encouraged them apply for the enrollment lottery.

Maria and Juan received slots for both children, and continue to receive weekly home visits at a time convenient for their work schedules. Their four-year-old will soon be five and will enter Kindergarten in the fall. Their baby will remain at Kaune, moving into **Early PreK** at age three, and **PreK** at age four.

EARLY LEARNING CENTER AT KAUNE

20 Years of PreK

Growing Up New Mexico's direct work with children and families began two decades ago. With efforts focused on high-quality early childhood education, in 2003 we opened a single half-day PreK classroom in a local elementary school.

Over the past 20 years, we have grown to three full-day PreK classrooms and three full-day Early PreK classrooms. In 2023, programming expanded in three big ways: starting year-round PreK and Early PreK, opening infant and toddler classrooms, and launching our Kaune Kitchen.

[LEARN MORE](#)



“Growing Up New Mexico has been a gift for our children and our family. We are grateful for the continued progress we see in our child. He has lots of support to explore his creative and academic interests, is navigating social scenarios with more grace and confidence, and is able to be a leader and a learner.”

Jamie, Kaune Early Learning Center PreK Family

2023 EXPANSION

Full-Year PreK

With an increase in funding from New Mexico's Early Childhood Education and Care Department (ECECD), free, universally accessible PreK and Early PreK services at Kaune are now provided year-round.

Infant and Toddler Care

More high-quality care for infants and toddlers is urgently needed in our community. To fully span the 0-5 age range, this past year we remodeled three classrooms in order to provide full-day, full-year care for children, six weeks to three years. The first toddler classroom opened in May 2023.

Kaune Kitchen

During the summer of 2023 we launched Kaune Kitchen. Staffed by a head cook, assistant cook, and kitchen manager, Kaune Kitchen freshly prepares breakfast, lunch, and snacks every day with as much local food as possible. This is a growing part of the education and care experience at Kaune and a way to promote lifelong healthy eating.

Policy Momentum

In 2023, Growing Up NM supported the largest expansion and funding increase of New Mexico PreK in the state's history (\$108 million in new funding). The team is also supporting Home-Based Child Care and an equitable and well-compensated set of career pathways in early childhood.

THE FUTURE OF THE KAUNE CAMPUS

The Kaune Campus is the heart and home of our organization. Since purchasing the facility in 2016, we have maintained this historic John Gaw Meem building and surrounding grounds in alignment with our long-term commitment to reducing our carbon footprint, energy use, and water consumption. In 2023, we launched a multi-year Capital Campaign to create Outdoor Learning Spaces and modernize the building and make it sustainable for generations to come.

Outdoor Learning Spaces

Over the next few years, Kaune will blossom with vibrant Outdoor Learning Spaces where children will be engaged in learning about the planet and how to care for it. By incorporating native plants into Kaune's landscape design and upgrading the grounds to include water-wise catchment and repurposing, we will drastically decrease our water usage and our water waste.

Sustainability Redesign

After an extensive evaluation of the Kaune building, we have identified areas for improvements and upgrades. These include updated heating and cooling systems, solar panels, and new roofing. Further improvements include weatherization, more efficient water use practices, and opportunities for using solar energy.



[LEARN MORE](#)



OUR MOST VALUABLE ASSET

The Growing Up New Mexico team has decades of combined experience in direct service, program administration, grassroots advocacy, community engagement, strategic research, and communications. The trust and strong reputation we have is entirely because of the hard work of our amazing staff. Our **67 mission-driven employees** are dedicated to supporting families with young children.

"I have never worked for an organization that values its employees as much as the families and community that it serves."

- Home Visitor

Celebrating our dedicated and long-term staff!

Yolanda Jasso, Lead Teacher, 17 years

Sarah Nelson, Lead Teacher, 15 years

Andrenette Romero, Home Visitor, 14 years

Lisa Leyba, Operations Supervisor, 13 years

Yadira De Leon Sigala, Educational Assistant, 13 years

Maia Cortissoz, VP of Strategy and Resource Development, 11 years

WHO WE ARE

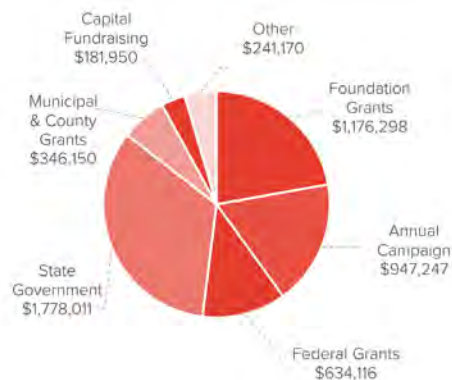
We are bilingual. 75% of staff are English/Spanish bilingual.

We promote from within. 30% of Leadership Team began in direct service or support.

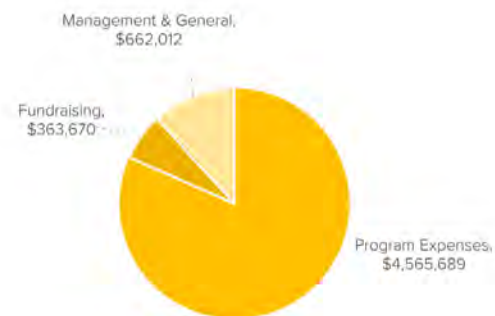
We value every individual. 88% of staff say Growing Up New Mexico values them.

FY 2023 FINANCIAL REPORT

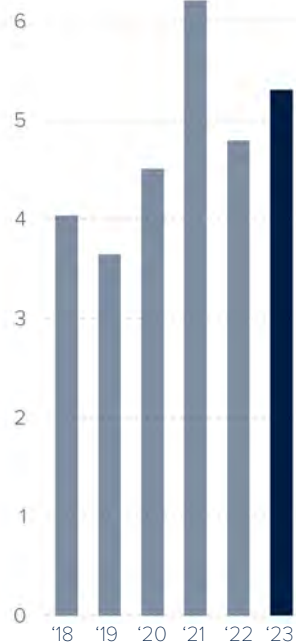
INCOME



EXPENSES



TOTAL REVENUE 6 YEAR SNAPSHOT (in millions)



LEVERAGING FUNDING FOR LONG-TERM IMPACT

At Growing Up New Mexico, we work to sustain long-term improvements in the early learning and care ecosystem. Leveraging private dollars with public funding enables vital opportunities to support innovation and build connections. With growing public investments in New Mexico, private funding for innovative solutions can catalyze a high-functioning, well-aligned early childhood system.

Anchorum is proud of the partnership with Growing Up New Mexico, our longest standing grantee. We support GUPNM because the initiatives are strategic in design, high impact in delivery, and sustainable for the communities served. We look forward to another decade of proven partnerships between Anchorum Health Foundation and GUPNM.

Jerry Jones, President & CEO Anchorum Health Foundation

[LEARN MORE](#)

OUR DONORS

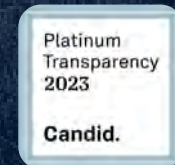
Thank you to our loyal and long-time donors!

- The Azalea Fund
- Jean & John Berndt
- Marlene & John Bingaman
- Gwynne & Joe Brooks
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- Cabin Fund
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- Sara Schreiber
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- Trudy Swint
- Special Relativity Fund
- Steele Family Foundation
- Wellspring Family Foundation
- Rachel & Richard White

Reflects individuals giving \$5,000 or more to Annual Campaign and/or Capital Campaign between 1/2023 and 12/2023. Please accept our apologies for any errors or omissions.

The following donors make monthly or quarterly recurring contributions to Growing Up NM:

- Amber Chu
- Alice Farley
- Kathleen Fillmore
- Byron Gangnes
- Judith & Daniel Gresham
- Carol Johnson
- Sally Kuhn
- Brian Lewis
- Peggy Montgomery Lunt
- Dr. Michael Patterson & Susan Griggs
- Jenna & Wilson Scanlan



IN MEMORIAM

Riette Lewinson Mugleston, July 26, 2023

Riette was a well-known kindergarten teacher and educator in the Santa Fe Public schools for 25 years. Riette's positive and energetic nature was infectious, and she always had a kind word for everyone she met. She was a long-time member of the Growing Up New Mexico family and supported our work for over thirteen years. She will be greatly missed.

OUR PARTNERS

- Alliance for Early Success
- Anchorum Health Foundation
- CHRISTUS St. Vincent Medical Center
- City of Santa Fe
- Community Health Funders Alliance
- Home Grown
- New Mexico Early Childhood Education and Care Department
- Pritzker Children’s Initiative
- Santa Fe County
- Southwest New Mexico Council of Governments
- Thornburg Foundation
- W.K. KELLOGG Foundation
- Brindle Foundation
- Carl C. Anderson Sr. & Marie Jo Anderson Charitable Foundation
- The Delle Foundation
- The Frost Foundation
- LANL Foundation
- Santa Fe Community Foundation



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Corporate Partners

INVESTING \$10,000 OR MORE

- Comcast NBC Universal
- Enterprise Bank & Trust
- Los Alamos National Laboratory
- N3B Los Alamos
- Toyota of Santa Fe

“I have achieved some things that I never thought were possible. I’m in a completely different place now than I was even a year ago. Growing up New Mexico is something I will always stand behind. It is a wonderful program.”

Juliet, Bridges to Opportunity Family

A very special thanks to the Santa Fe Early Childhood Steering Committee.

- Growing Up New Mexico
- CHRISTUS St. Vincent Regional Medical Center
- City of Santa Fe
- Santa Fe County
- Presbyterian Medical Services
- Santa Fe Public Schools
- Presbyterian Healthcare Services
- Santa Fe Community College
- Santa Fe Community College Early Childhood Center of Excellence
- Santa Fe Chamber of Commerce
- First Presbyterian Child Development Center
- Southwest Regional Education Cooperative
- New Mexico Regional Education Cooperatives Association
- Santa Fe School for the Arts and Sciences
- Many Mothers

Santa Fe Early Childhood Steering Committee

Local solutions for our unique community.

The Santa Fe Early Childhood Steering Committee (ECSC) is a coalition of organizations and community partners focused on improving Santa Fe’s early childhood system to better support families with young children. It was established in 2013, and is funded by the New Mexico Early Childhood Education and Care Department (ECECD).



THE **EARLY CHILDHOOD** PARTNERSHIP

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