



PROGRAM REPORT 2022



Chain O'Lakes State Park
Pre-K Program



FROM THE COORDINATOR...

We are excited to announce an expansion in 2023...Noble Thrive by 5 will become **Thrive by 5 of Noble and LaGrange Counties!** This newly-created organization will continue to increase the capacity, quality, and affordability of child care and early learning experiences while extending our efforts to support families, providers, employers, and other stakeholders in our two-county area.

In this annual report, you will see our progress throughout 2022. We'll talk about working with the Town of Albion to create a new publicly funded child care center.

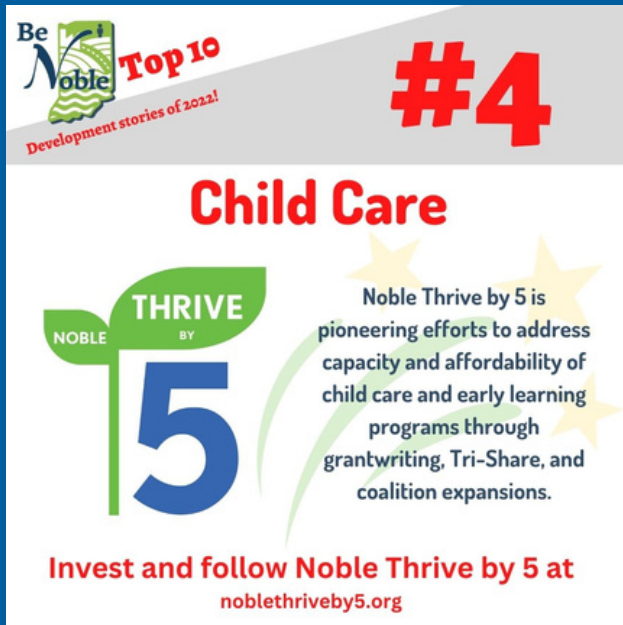
We will unveil details of the Tri-Share Pilot Program to bring child care affordability to working parents in Noble County with support from the Noble County Commissioners. We will talk about the funds raised throughout the year and the collaborations we have formed with local organizations to solve these complex challenges. It's been a busy year, but as you will see it has been a rewarding one.

A handwritten signature in black ink that reads "Jenna Anderson". The signature is fluid and cursive.

JENNA ANDERSON

Coalition Coordinator

IMPACT TO ECONOMIC DEVELOPMENT



Noble Thrive by 5 was thrilled to be one of the Top 10 Economic Development stories of 2022! Be Noble Inc., put the coalition toward the top at #4.

Lori Gagen, Operations Director for Be Noble Inc., explains why quality, affordable child care is important to our economy.

“The need for child care and enhanced early learning solutions to help working parents enter and remain in the workforce, as well as develop the workforce of tomorrow, has been top of mind for all economic developers in the region for many years. We selected Thrive by 5 and the work being done by the coalition as a top story in economic development in Noble County because, after years of being part of ongoing conversations reiterating how important child care and early learning are, Be Noble wanted to celebrate the development of and steps to implement real, strategic solutions. 2022 marked a significant year of change from talking about a problem to developing innovative ways to begin solving the problem - from investing in a full-time coalition coordinator, to grant writing support and awards for providers, to the development of the state's first Tri-Share Program that will provide a way for local employers to invest in a real, tangible solution as a partner, not a sole investor. Coupled with the recent expansion of the Noble coalition to LaGrange County, Thrive by 5 illustrates the community's commitment, through a coalition of like-minded problem-solvers, to sustain and enhance strategies that will enable more working adults to enter and remain in the workforce and enhance the local talent pipeline necessary to support a growing economy.”

NOBLE COUNTY CHILD CARE AT A GLANCE...

3 Licensed Child Care Homes

2 Registered Ministries

1 Licensed Center

In Noble County, these six regulated, full-time child care facilities represent approximately 218 spots for children ages 0-5.

An estimated 2,240 children are in need of care.

We have under 10% of the capacity we need.

\$7,800

The average annual cost of care for ONE child in Noble County.

14%

The percentage of annual salary the average family with one child pays.

"Affordable" child care is defined as paying 7% or less of a family's annual income.

BUILDING RELATIONSHIPS

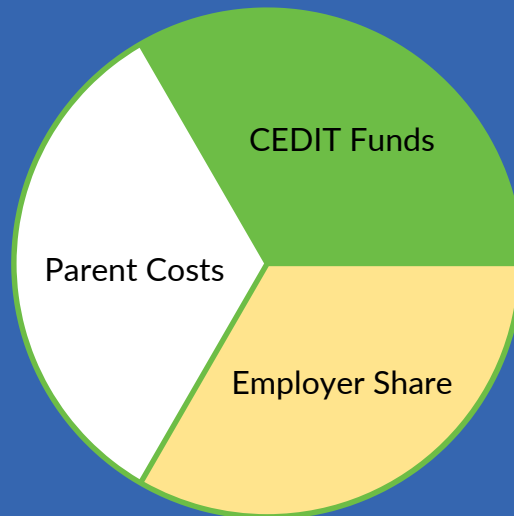
The following organizations have partnered with Noble Thrive by 5 to increase the capacity, affordability, and quality of child care and early learning in Noble County.

Albion Rotary Club
Ambassador Enterprises
The Apple Tree Center
ARC Noble County Foundations
Ashley Industrial Moldings
Augusta Hills LRCC
The Bashful Giraffe
Be Noble (Economic Development)
Before 5
Big Lake Church of God Preschool/Day Care
Bosch
Brightpoint
Central Noble Schools
Chain O'Lakes State Park
Child Care Resource Network
Children First Center
Christy's Day Care
Cole Family YMCA
Community Foundation of Noble County
The Community Learning Center
Community State Bank
Crossroads United Way
The Dekko Foundation
Destiny Little Dominoes Preschool
Early Childhood Alliance
Early Learning Indiana
East Noble School Corporation
Fairview Fellowship
Faith United Methodist Church Preschool
Fortitude Fund
Freedom Academy
Geminus
Graphic Packaging
Healthier Moms and Babies
INAEYC
Impact Institute
Indiana FSSA
Indiana Philanthropy Alliance
Indiana Youth Institute
KCE Champions
Kendallville Chamber of Commerce
Kendallville Day Care Center
Kendallville Lion's Club
Kendallville Public Library
Kendallville Restorations, Inc.
Kendallville Rotary Club
Kraft Heinz
The Jr. Jungle
Lakeland Preschool
Launchpad
Life and Family Services
Lighthouse Childcare and Learning Service
Ligonier Public Library
Ligonier Rotary Club
Lifehouse Preschool FW
Lilly Endowment, Inc.
Merry Lea Environmental Learning Center
Michigan Women's Association
Monroe Smart Start
News-Sun
Noble County Commissioners
Noble County Health Department
Noble County Public Library
NE Indiana Regional Early Childhood Co.
NE Indiana Special Education Cooperative
NE Indiana Works
Oak Farm Montessori
On My Way Pre-K
Parkview Noble
Purdue Extension Noble County
Right Steps
Ruth Stultz Preschool
SCAN
St. John Lutheran School
St. Mary's of the Assumption School
Spark Learning Lab
Town of Albion
Transform Consulting Group
Trinity Day Care Ministry
WANE-TV
WAWK, 95.5 FM
West Noble School Corporation
WFWA, PBS
WorkOne
WPTA-TV

TRI-SHARE PROGRAM PILOT

\$50,000

Amount budgeted from the Noble County Commissioners 2023 County Economic Development Income Tax (CEDIT) funds to start the pilot program in 2023.



The Noble County Commissioners have committed \$50,000 in 2023 County Economic Development Income Tax (CEDIT) revenue to fund the pilot year of this program. The pilot is important for all of Northeast Indiana, as its success will build a case to support a Tri-Share program in the future that could be funded by the state.

Through this program, child care costs for qualifying families will be split three ways. **One-third of the cost will be paid by the family, immediately cutting their costs by 66%**, one-third will be covered through the county contribution, and the final one-third will be paid through a parent's employer who has opted in to the program.

TRI-SHARE PARTICIPATION

Who Benefits?

Families

Employers

Providers

Families enrolled in the Tri-Share program will immediately lower their child care costs by 66%. That puts significant spendable income back in their pocket to save or support the local economy.

Employers can expect to use the Tri-Share Program as a unique, added benefit to attract and retain talent.

Child care providers will have a more secure funding stream, as families that may struggle to pay in full each week will find relief from the financial burden.

Percentages Over 2022 Poverty Guidelines

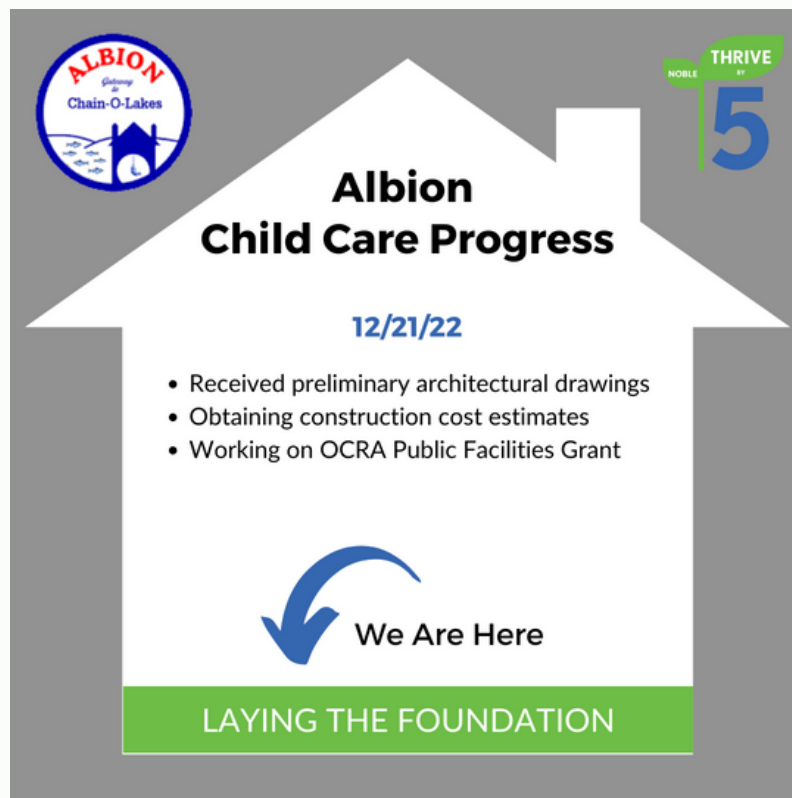
The Poverty Guidelines Table below shows percentages for the 48 contiguous states only.

**MAXIMUM
INCOME
LEVEL**



Family Size	100%	133%	150%	200%	250%	300%	400%	500%
1	\$13,590	\$18,075	\$20,385	\$27,180	\$33,975	\$40,770	\$54,360	\$67,950
2	\$18,310	\$24,352	\$27,465	\$36,620	\$45,775	\$54,930	\$73,240	\$91,550
3	\$23,030	\$30,630	\$34,545	\$46,060	\$57,575	\$69,090	\$92,120	\$115,150
4	\$27,750	\$36,908	\$41,625	\$55,500	\$69,375	\$83,250	\$111,000	\$138,750
5	\$32,470	\$43,185	\$48,705	\$64,940	\$81,175	\$97,410	\$129,880	\$162,350
6	\$37,190	\$49,463	\$55,785	\$74,380	\$92,975	\$111,570	\$148,760	\$185,950
7	\$41,910	\$55,740	\$62,865	\$83,820	\$104,775	\$125,730	\$167,640	\$209,550
8	\$46,630	\$62,018	\$69,945	\$93,260	\$116,575	\$139,890	\$186,520	\$233,150
For each additional family member	\$4,720	\$6,278	\$7,080	\$9,440	\$11,800	\$14,160	\$18,880	\$23,600

ALBION CHILD CARE PROJECT



The Town of Albion, in partnership with the Kendallville Day Care Center and Thrive by 5, are working together to increase the capacity of child care in Noble County. A formal proposal was submitted to the Albion Town Council and Albion Redevelopment Commission to use between \$500,000 and \$750,000 of the town's surplus Tax Increment Finance (TIF) District funds to construct a new child care facility on Albion's north side. This facility would provide space for up to 150 children, and could be a second location managed by the Kendallville Day Care Center (pending approval of the Center's board). Additional funding sources, such as grants (OCRA Public Facilities Grant, READI 2.0, Private & Public Foundations), business investments and local donations will be pursued to demonstrate the support of the community for these much-needed child care seats.

IN THE NEWS...

TOP STORIES

'It's heartbreaking': The struggles of affordable childcare in Noble County

by: Taylor King
 Posted: Oct 10, 2022 / 05:45 PM EDT
 Updated: Oct 11, 2022 / 11:19 AM EDT



Above: Coordinator Jenna Anderson was featured in a WANE-TV special report in October on the cost of child care.



Left: Coordinator Jenna Anderson has appeared twice on INSight on 21 Alive to talk about the work of Noble Thrive by 5.

Right: The News-Sun has provided frequent coverage on the work of Thrive by 5, including adding coordinator Jenna Anderson as a columnist for a monthly feature article in the Life section.

Early intervention is key to a successful life

"It takes a parent to raise a child, but it takes a community to support that parent."

Dr. Dana Suskind, the founder and co-director of the TMW

Center for Early Learning + Public Health and a pediatric cochlear implant surgeon, shared this thought on Nov. 1 at the kickoff event for Elkhart County's Early Childhood Initiative, Building Strong Brains.

What she said is true. None of us are alone, but not all of us know the supports that are available in our community.

Early intervention — addressing developmental delays before kindergarten — is critical to a child's future. According to the company that produces one of the top screening tools, Ages + Stages Questionnaire (ASQ), intervention before kindergarten has huge academic, social and economic benefits. Studies have shown that children who receive early treatment for developmental delays are more likely to graduate from high school, hold jobs, live independently, and avoid teen pregnancy, delinquency and violent crime. That's what we all want for our children, right?

Early intervention screenings

don't look for whether children know their colors, numbers, or letters, said Deb Tipton, a school psychologist for the Northeast Indiana Special Education Cooperative. They identify potential delays in a child's speech and language, cognitive ability, fine and gross motor skills, age-appropriate independence skills, and social-emotional development. It can be difficult to know if your child is not reaching his or her developmental milestones, but there is help. First, talk with your child's doctor during pediatric visits. Doctors, especially pediatricians, are aware of developmental milestones during the ages of 0-5. If you have a concern, it's best to ask your doctor. You can also find out the developmental milestones yourself. The Centers for Disease Control has them listed here: <https://www.cdc.gov/ncbddd/actearly/milestones/index.html>, but Tipton likes the way Pampers shares the information. At <https://www.pampers.com/en-us/development-milestones>, parents can find not only the milestones for each age, but they can learn why children do the things that they do and how to can nurture them for the best start in life. Your child care provider may also be a great resource to know if your child is developing normally or experiencing delays. When children enter a social setting outside their home, they may begin to display behaviors — especially

social-emotional behaviors — that you may not see at home. Many child care providers have experience with spotting the signs of developmental delays and even use screening tools like the ASQ. They can work with you and your child to find resources. So what are those resources? We have plenty nearby, and the good news is that most are available at low to no cost. First Steps: First Steps works with the youngest of children, newborn up to the day before their third birthday. This state service provides developmental evaluations at no cost to families who have a concern for their child's development. Anyone is welcome to make a referral to First Steps. They accept referrals from doctors, child care providers, community agencies, and parents or caregivers themselves. Parents are welcome to call them directly at 1 (866) 725-2398 or go online to <https://indianfirststeps.org/> to make a

referral. If children are still in need of services when they turn three, First Steps is there to help families make the transition.

Northeast Indiana Special Education Cooperative: NEISEC is the largest special education cooperative in Indiana, covering 13 school districts in this area. The screenings and services they provide begin when a child turns three. Parents of children age 3-5 can contact NEISEC directly. NEISEC has an "intake" process when you think your child might need intervention services, but it's not as scary as it sounds. Parents can call 1-800-589-5236 and talk to NEISEC office administrator Elaine, who will work with them to schedule an appointment for the parent and child to come in. During that meeting, the staff will run through some basic questions with the parents about what they are seeing in their child that is causing concern. From there, they can evaluate children to see if they would qualify for services. Early Headstart and Headstart: Head Start provides comprehensive educational, health, nutritional, and other developmental social services to low-income and special needs preschool children and their families. The programs through Brightpoint serve Noble and DeKalb counties, and there are local programs available. Brightpoint can be reached at (260) 423-3546 or online at <https://mybrightpoint.org/index.php/get-help/children-youth/head-start/>.

Local School Systems: Your



local school system also likely has the tools necessary to help children who may be falling behind. East Noble, for instance, uses the iSprout assessment tool provided by the Indiana Department of Education. It measures progress in much the same way as the ASQ, by tracking social-emotional wellness, knowledge and skills, and independence/motor coordination development.

All of these services are available right here, and they work together to provide supports for parents so children can get the best start in life. A child who doesn't get early intervention services but needs them could demonstrate behavior issues, have difficulty making friends, or is unable to express his or her needs. Children who do receive the support they need are often much more confident. Developmental delays that are addressed early can be treated through Occupational, Physical, or Speech Therapy. Often, children can be brought up to speed developmentally before they enter school and they won't need ongoing therapy.

We all want the best for our children, right? The good news is that we don't have to work alone. We have wonderful supports right here in our community. Let's use them to make sure our kids excel in life.

JENNA ANDERSON is the Early Childhood Coalition coordinator for Noble Thrive by 5. Contact her at jenna@noble5bythrive.org.



BUILDING BLOCKS OF EARLY LEARNING

Jenna Anderson

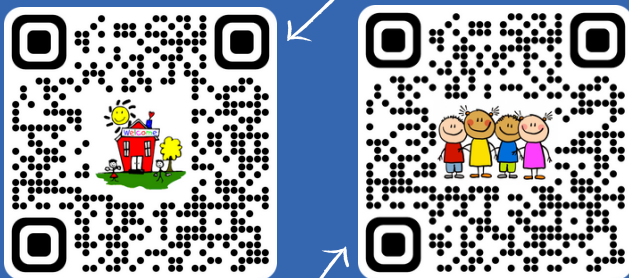
PRESCHOOL OPPORTUNITIES!



Top left: East Noble's Preschool Program offers literacy-rich exploratory activities in their themed classrooms. Top right: Students at the Wolf Lake Nature Preschool spend the first half of the day in a Cole Center YMCA led classroom, then head outside to experience the Merry Lea Environmental Learning Center each afternoon. Bottom right: The Apple Tree Center's Forest Preschool offers hands on learning experiences in the classroom and in nature.

You have choices.

Noble County offers many preschool programs. You are sure to find something that fits your schedule...whether you're looking for half day, full day, hands-on, or nature-based.



Special preschool experiences are available, too! Weekly Storytime sessions at local libraries, Tales and Trails at Merry Lea, Pre-K Programs at Chain O'Lakes State Park and more are available in our community!



SUPPORT THRIVE BY 5



Volunteer

What are your interests?
We have teams working on a variety of projects in Noble County.



Share

Spread the word about the work we are doing! You can also share our posts on social media.



Donate

Your contributions will support ongoing early learning initiatives in Noble County.
Donate at www.cfnoble.org.



Educate

Make sure the children in your life receive all the love, care, and early learning opportunities that they deserve!

CONTACT US!



www.NobleThriveby5.org

• Jenna@NobleThriveby5.org

