ANNUAL REPORT











HOPE IN ACTION:

FOSTERING RESILIENT FAMILIES AND THRIVING COMMUNITIES

Our Vision

Our Mission

Our Values

Every child reaching their full potential.

Our mission is to create a system that equips families and child care providers with the knowledge and resources to nurture and educate Georgia's infants and young children.

People matter most Relationships are key Quality is critical Expect the best
Diversity makes us better
Equity is vital





A MESSAGE FROM OUR CEO

Standing Together, Strengthening Communities

Dear Friends.

Reflecting on this past year, I am inspired by the resilience and dedication of the child care providers, families and communities we serve at Quality Care for Children (QCC). The challenges we have faced together underscore the critical role that early learning plays in shaping a brighter future for Georgia's children and economy.

In the Fall of 2024, Hurricane Helene tested the strength of our communities, bringing devastation to many families and small businesses. Yet, in the wake of this disaster, we saw firsthand the vital contributions of providers. These small business owners enable parents to work with peace of mind, knowing their children are cared for in nurturing, high-quality environments. At QCC, we remain steadfast in our commitment to support these providers and the families they serve as they rebuild and recover.

Despite many challenges facing our industry and Georgia families, there is much to celebrate. Our team has been recognized both locally and nationally for their efforts to strengthen child care in Georgia. This year's annual report, *Hope in Action: Fostering Resilient Families and Thriving Communities*, highlights the many ways QCC collaborates with community and philanthropy partners, government and business leaders, providers, and families to address child care's most pressing challenges with urgency and innovation to create lasting change.

From providing emergency scholarships to offering business coaching and training, QCC has been at the forefront of efforts to stabilize and sustain child care across the state. Our work has been driven by insights from providers statewide, whose voices help shape our programs and advocacy efforts. We are committed to ensuring that every provider—in every part of our state—has the resources they need to thrive.

We also recognize how the pandemic exacerbated existing challenges in accessing affordable and consistent child care for families. Federal stabilization grants provided crucial support during a critical time, allowing Georgia to retain teachers, prevent tuition surges, and maintain the supply of child care programs. However, as these funds came to an end, many providers faced difficult decisions, including closures or tuition increases. QCC has stepped in to help mitigate these impacts by offering business support services and training to ensure providers can continue to invest in their teachers and classrooms.

Our work goes beyond crisis response. This year, we broke new ground in our efforts to support early childhood education. In April, we hosted our first-ever Literacy Summit, bringing together nearly 200 providers to explore strategies for fostering early literacy and language development. We also expanded business coaching for family child care providers, launched new resources to support healthy food access, and deepened our trauma-informed coaching efforts to help educators navigate challenges in their classrooms.

Initiatives like these reflect our belief that strong communities are built through collaboration and shared purpose. By equipping providers with the tools and knowledge they need, we are strengthening the foundation of quality child care across Georgia.

Because at QCC, we are committed to ensuring that every child—regardless of background or zip code—has access to the best early learning opportunities.

As we look to the future, I invite you to join us in supporting Georgia's families and child care providers. Whether through a donation, sharing our resources, or advocating for policies that prioritize early learning, your partnership is essential. Together, we can build a more resilient, equitable child care system—one that ensures every child has the opportunity to thrive.



Ellyn Cochran, President & CEO

Our Leadership

Since opening its doors in 1979, Quality Care for Children (QCC) has been a trusted leader and an anchor of support and innovation in early childhood education, addressing the most pressing child care challenges facing families across Georgia. From its inception, QCC has championed access to high-quality, affordable child care as a cornerstone of family well-being and community resilience.

By supporting early childhood learning, empowering families, and equipping child care providers with essential resources and business coaching, QCC has fostered a statewide network of strength and hope. Today, as a recognized advocate and partner, QCC continues to drive solutions that ensure every child has the foundation to thrive, every family feels supported, and every provider is prepared to deliver exceptional care.

SENIOR MANAGEMENT

Ellyn Cochran

President & CEO

Angela Melton

VP of Early Care and Learning

Reynaldo Green

VP of Nutrition and Family Well-Being

Jon Tuuri

VP of Finance & Operations

Robin Kirby

VP of Development & Marketing

Monique Reynolds

VP of ECE Business Support & Sustainability

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Breakthrough Marketing Consulting

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PNC

Jennifer Williams

Cox Enterprises







Elevating Excellence: Influencing Policy, Practice and Progress

SPEAKING ENGAGEMENTS

- Lisa Belliston & Laura White co-presented "Trauma Informed Coaching: Supporting Early Childhood Professionals with Strategies for Fight, Flight, Freeze and Fawn Responses" at the Environment Rating Scales National Conference in Chicago.
- Reynaldo Green, as National CACFP Forum President, organized and moderated panels at the National Anti-Hunger Policy Conference, in Washington, D.C.
- Kristen Groover, Whitney Long, Courtney Jackson, Shayna Ross and Chermaine Tolbert presented on a variety of subjects at National Association for the Education of Young Children Conference in Anaheim, CA.
- Monique Reynolds presented "Building and Sustaining Strong Family Child Care Businesses: Innovation Beyond Family Child Care Networks" at National Shared Services Technical Conference in Orlando.

STATE & NATIONAL CONFERENCES

- Association of State Public Health Nutritionists' Farm ECE Convening Minneapolis
- Association of State Public Health Nutritionists' FARMWISE 2024 Institute New Orleans
- Child Care Aware of America Leadership Conference Salt Lake City
- Environment Rating Scale Conference Chicago
- GAEYC Annual Conference Atlanta
- Georgia's Workforce Conference Athens, GA
- · Heroes For Children Conference Atlanta
- National Association for the Education of Young Children Conference Anaheim, CA
- NAFCC: National Association for Family Child Care St. Louis
- National Child and Adult Care Food Program Leadership Conference Arlington, VA
- National Early Childhood Inclusion Institute Chapel Hill, NC
- · National Shared Services Technical Conference Orlando, FL
- National Smart Start Conference Greensboro, NC
- · Professional Family Child Care Alliance of Georgia Conference, Atlanta
- The USDA Farm to School Grantee Gathering Lincoln, NE



ADVISORY - COMMITEES

- Get Georgia Reading
- PAACT Advisory Board
- The Georgia Association of Child Care Resource and Referral Agencies
- Procare & Kidkare Software Community of Practice Board
- Co-Chair Georgia's State Physical Activity and Nutrition (SPAN) Program

Hope Through Action: Milestones That Shaped Our Year

Milestones That Shaped Our Year



6.4 million meals served across 615 programs

26,820 Georgia children accessing healthy meals



\$1.7 million in BOOST child care tuition afforded 11,947 weeks of care for **530 children**, from 417 families:

106 scholarships provided for **72 families experiencing a crisis** with 1,128 weeks of care provided

134 scholarships provided for **101 college student- parents** at four Georgia universities with 3,148 weeks of care provided

175 scholarships provided for **144 City of Atlanta families**, with 5,462 weeks of care provided

115 scholarships provided for **100 Atlanta Public School employees,** with 2,209 weeks of care provided



34,742 free child care, afterschool, and summer camps referrals



3,107 Provider Resource Hub members had access to financial, administrative, classroom, parent, and savings resources.

Helped over **200 providers**:

increase revenue by an average of **36%** grow enrollment by **24%**, on average eliminate bad debt



999 child care programs assisted with Quality Rated, Georgia's improvement system



Bridging Gaps and Building Futures, One Step at a Time



We are dedicated to bridging the gaps that families face in accessing high-quality, affordable child care. Through innovative programs, financial assistance and personalized support, we empower families to overcome challenges and achieve stability. We connect families to high-quality child care, parenting tips, developmental resources and essential support services, allowing them to focus on building brighter futures for their children. One step at a time, we are ensuring that hope and opportunity are accessible to every family, laying the foundation for lasting, multi-generational success.



Learn more about the Mission Family story on YouTube

When children grow up happy, healthy and supported, entire communities thrive. Quality early childhood experiences lay the foundation for lifelong success, shaping future leaders and innovators. Our BOOST scholarship program provides critical support for families facing hardships, emergencies and unexpected challenges to ensure they have access to safe and nurturing child care.

When the Mission family faced an unexpected medical crisis, we were able to step in immediately. Patrick Mission, a devoted father of twins, took on full responsibilities at home when his wife suffered a stroke that required a long road to recovery. Thanks to our dedicated referral specialists, Patrick found the perfect child care program for his children and received a BOOST scholarship to assist with tuition.

This lifeline allowed Patrick to focus on his wife's recovery and rebuild his family's stability while ensuring his twins received the nurturing, high-quality care they needed. His story is one of many that demonstrate how, together, we can support families and communities—one child at a time.



Giving Families a BOOST in Raising Happy and Healthy Children



40% of a low-income family's budget can easily be spent on child care

DID YOU KNOW?

I am a Vietnamese Immigrant, married with one son. I worked at a nail salon but never loved the job. We were struggling financially and I never thought I could go back to school. I found the BOOST program and qualified for a scholarship that has paid for my son's child care. I was able to finish my degree and now work as an RN at Piedmont Henry Hospital. Now, I can enjoy my work and not become a burden for society. I can pay my taxes and have access to better health insurance.

- BOOST tuition assistance recipient and Clayton State University student

I am a single dad to four children ages 11,10, 7 and 1 year old. My wife committed suicide after the birth of our now 1-year-old. I became hopeless and homeless with 4 children. My mom took us in temporarily, but we could not get through the system of getting child care and food benefits. My mom called QCC, and they connected me with the person who assists with Gateway. The Family Well-Being & Support Manager assisted us with the application for CAPS and SNAP. We have just been approved for CAPS and it is a true blessing. I don't have to worry about where the kids will be and it takes stress off my mom as well as she has just had surgery on both hands. Because of the help with child care, I am now able to take on some extra hours at work to try and get us into our own home instead of a shared space. Having assistance with child care has really helped to alleviate a lot of stress.



- Single father of four and Georgia Gateway assistance recipient



In 2022, my daughter was shot in the head and forced me, as a granddad to become a parent. I got with the Project Healthy Grandparent's program who brought me to QCC. This scholarship helped me keep my grandchild in care.

- BOOST Emergency Child Care recipient

Reaching Families, Changing Lives: QCC's Impact in Action

34,742

406,098

446

42

provider referrals completed to connect families with care

parenting tips and child development texts sent

Gateway calls helping parents apply for government assistance

community events attended to increase child care awareness

Elevating Early Literacy: Spark Change, Ignite Minds

On April 20, 2024, Quality Care for Children hosted its first literacy summit, **Elevating Early Literacy**, a transformative event to equip early childhood professionals with the skills and knowledge to nurture literacy in the youngest learners. Held in partnership with the Literacy and Justice for All initiative, this summit brought together educators and advocates across Georgia to enhance their understanding of early literacy strategies and best practices.

Supported by esteemed partners like the Rollins Center for Language and Learning, Kennesaw State University, Atlanta Public Schools, and more, the summit featured nine interactive workshops that empowered attendees with actionable strategies for fostering language development, integrating literacy into daily classroom activities, and involving families in their children's learning journeys.

QCC's efforts are rooted in addressing literacy inequities. This summit reflects QCC's commitment to **combating the literacy gap** that disproportionately affects families with lower socioeconomic status, paving the way for social and economic equality. The event was met with overwhelmingly positive feedback, with participants describing it as inspiring and practical. One attendee noted, "It gave me lots of ideas, such as pulling lesson plans simply from reading a book and expanding their words and expressions."

Through initiatives like this summit, QCC continues to elevate early literacy as a foundation for lifelong learning, ensuring that every child in Georgia has the opportunity to unlock their full potential.



Vocabulary development during the preschool years is related to later reading skills and school success. By age 3, there is a 30-million-word gap between children from the wealthy and poor families.

DID YOU KNOW?



Equipping Educators, Enriching Young Minds: QCC's Impact in Action

931

122

14

8

children impacted by language and literacy training providers learned news skills at QCC's first literacy summit

literacy experts led engaging presentations sharing new tools

summit partnering organizations supporting literacy change

Transforming Child Care Businesses for Long-Term Success

We are proud to be a nationally-recognized leader in business support services for child care providers. What began as a shared services alliance – now known as our Provider Resource Hub and **3,107 members strong** – fifteen years ago is now a full suite of business support services that includes individualized coaching, utilization of management software and back office support. Over the years, these supports have served as an important complement to investments in quality, helping to ensure that programs not only provide top-notch care and early education, but are thriving small business as well.

During the 2023-2024 program year, we provided business coaching and essential tools to 248 child care providers, including 179 business owners who successfully completed QCC's six-month intensive Business Operations Training Program. Through this hands-on training, participants **mastered fiscal management, streamlined operations through automation, expanded enrollment, and eliminated debt**—all while generating the revenue needed to sustain and grow their businesses.

We also celebrate the **137 small business owners** in our Family Child Care Network, who are committed to strengthening their programs and enhancing the quality of care for children and families. Recognizing that business success goes beyond training, we have expanded our offerings to include new workshops, networking opportunities, and social events—fostering a strong, connected community of early childhood professionals.

At QCC, we believe that when child care providers thrive, families and communities thrive—and we remain committed to equipping them with the tools, knowledge and support they need for lasting success.



90% of a child care provider's revenue comes from tuition, yet many face enrollment gaps, late payments and rising costs. QCC helps owners streamline billing, optimize enrollment and strengthen financial planning for long-term stability.

DID YOU KNOW?



Little Leaders Academy of the Arts, owned by Tanesha Gamory, has gained valuable insights and support through its partnership with QCC. From budgeting guidance to operational improvements, the program has helped strengthen the academy's financial sustainability. "The increase for the tuition is just \$10, but it's going to make a major difference for our center... Now we will have a pot of money for things we need or want to do. I would have never thought of this." With resources like the Provider Business Exchange and essential tools like a new laptop, Tanesha and her team are empowered to enhance their center's quality and impact.

Strengthening Businesses, Sustaining Success: QCC's Impact in Action

3,107

1,342

248

50

Provider Business Exchange members collaborating on resources and training

providers in the Business Operations Training Program Provider Back Office Program clients receiving admin support

Nurturing Curiosity Through Nutrition and Literacy

Our Nutrition and Literacy staff teamed up to create a delightful new storybook entitled **What's In My Garden? A Food Mystery Book**, celebrating the joy of learning about healthy foods through engaging storytelling. The book was launched as part of our Farm to Early Care and Education (Farm to ECE) program in Augusta, Georgia, and has already made a meaningful impact on families, educators and community partners.

Inspired by the collaborative efforts of Augusta-area family child care providers, local farmers and our staff's partnership with Augusta Locally Grown, the book uniquely reflects the community it serves. The narrative follows Buzz the Bee on a whimsical journey through Georgia's gardens, farms and backyards, introducing children to the wonders of locally grown fruits and vegetables. This engaging adventure not only **fosters curiosity about food origins but also encourages children to become adventurous eaters.**

Our Farm to ECE program, supported by a Community Transformation Grant from the Georgia Department of Early Care and Learning, brought this initiative to life. Through this program, QCC connects providers with fresh, locally grown produce and empowers them to create educational experiences that bridge literacy and nutrition.

Special thanks to the talented authors Monica Griffin, MS, RDN, LD; Chermaine Tolbert, M.Ed.; and Stacey Wallen, PhD, CCC-SLP from Rollins Center for Language and Literacy at the Atlanta Speech School, for their collaborative effort in crafting this culturally inclusive and enriching storybook. Their work exemplifies the mission of QCC to support the growth and well-being of children and families across Georgia.





26% of children in Georgia live in food insecure homes, and more than 24% live below the poverty level.

DID YOU KNOW?

The book and its accompanying teaching guide—available at accga.org/healthy-kids—offer educators and families tools to connect literacy and healthy eating habits. The guide includes reading tips, curriculum connections, and strategies for inspiring children to explore diverse foods.



Fueling Minds, Nourishing Bodies: QCC's Impact in Action

26,820

children served from food program sponsored by QCC

2,000

providers and families reached by Harvest of the Month Kids in the Kitchen Cookbook

340

providers across 34 counties received nutrition and wellness trainings

500

children impacted by QCC's 12 Farm to ECE programs

Quality Providers Shaping Tomorrow's Leaders

We are dedicated to empowering child care providers with the resources, training and technical assistance needed to offer high-quality early learning experiences for every child entering their care. From achieving Quality Rated status to accessing financial assistance, nutrition programs and business support, QCC equips learning homes and centers with the tools to enhance learning environments and strengthen operations—**ultimately helping families thrive.** By partnering with QCC, providers gain the expertise and guidance needed to ensure that every child receives a strong foundation for future success.

With many members of QCC's Early Care and Learning team earning the Early Learning Coach Designation, we have made a powerful impact. As a child care resource and referral agency, QCC has helped over **95% of child care programs** in three of six state regions enhance their Quality Rated status. "The Early Learning Coach Designation program provides an opportunity to have our practices evaluated through a rigorous process, ensuring that our coaches are recognized by the research-based standards established by Georgia's Department of Early Care and Learning," says Angela Melton, Vice President of Early Care and Learning at QCC.

This designation reflects QCC's long-standing commitment to transforming early learning environments. With a proven track record of coaching and technical assistance that drive measurable improvements, QCC continues to provide providers with the expert guidance and tools needed to create high-quality programs that support children and families for years to come.



90% of a child's brain is "hardwired" before the age of 5, setting the groundwork for future learning

DID YOU KNOW?

From elementary teacher to child care owner, Tanja Howard has created a nurturing learning environment for young children for over 22 years. Through QCC, she also receives sponsorship for the USDA food program and has attended countless training sessions. She even received a start-up grant that provided child-size furniture for her program.

Since Georgia launched the Quality Rated initiative, QCC's knowledgeable technical assistants (TAs) have provided invaluable support. "I couldn't have completed the QR process without their help!" says Tanja. Happy Hands' Childcare has proudly maintained a 3-star Quality Rated status since 2014.

Dedicated to inclusion, Tanja pursued special education certification to better support children with developmental delays. She values the professional community she's built through networking with other providers and remains committed to best practices. "I am grateful for all the support I've received from QCC's hardworking TAs and look forward to continuing our partnership."

Tanja Howard Happy Hands' Childcare | 3 Stars Family Child Care Learning Home Grayson, GA

Championing Quality Care Together for Lasting Impact

For 19 years, La-Shaunda Bullard has provided high-quality early education at Kind Kare Daycare, a 2-Star family child care learning program inspired by her military background. Understanding the need for nontraditional child care hours for soldiers, she remains committed to offering a safe and nurturing environment. Despite the challenges family child care providers face, including low pay and misconceptions about their role, La-Shaunda ensures children receive top-notch care while building lifelong relationships with families. With support from QCC, she has gained essential tools and resources to strengthen her program. "QCC has always been there to help us provide a quality educational experience," she says. "You come in as a client, but you leave as family.

Rae Goodman, owner of 1 Little Meal Community Childcare & Learning Center in Bartow County, has been dedicated to serving families for over 20 years. Previously a Family Child Care Provider, Rae opened her center in 2024 to expand her impact. In addition to childcare, she runs 1 Little Meal, Inc., a nonprofit providing affordable housing and free meals, creating a true wrap-around support system for families.

She has partnered with QCC's Northwest Region since 2019 and previously earned a 2-Star rating as a Family Child Care Provider. Now, as she works toward Quality Rated status for her center, she continues to benefit from QCC's guidance and expertise. Despite challenges in opening her center—from building codes to licensing and securing CAPS Scholarships—Rae meets each hurdle with determination. With a background in leadership and management, her passion for quality child care shines through. This August, she expanded her services by partnering with Dobbins Air Force Base to provide child care for service members during drill weekends.



Infant care in Georgia costs \$8,530 per year—that's \$711 per month and \$1,324 (18.4%) more than in-state college tuition.

- DID YOU KNOW?

King David Academy has served Russian-speaking families for over 20 years, fostering cultural heritage and bilingual learning. Under Program Director Iris Kozak's leadership, the center has partnered with Quality Care for Children (QCC) since 2010—first achieving NAEYC Accreditation and later becoming a Quality Rated program. With QCC's support, King David Academy has strengthened its early childhood education practices through professional development, quality assessments, and valuable resources. "The resources and support we receive from QCC allow us to improve our educational practices and better serve our families," says Kozak. Currently holding a 2-star rating, the academy remains committed to continuous improvement while providing a nurturing, culturally rich environment where children thrive.



Empowering Providers, Elevating Care: QCC's Impact in Action

6,693

on-site technical assistance consultations

581

professional development trainings

649

programs earned their QR star rating 4,844

Professional development training attendees



Investing in Hope: Strengthening Resilience Through Generosity



A Decade of Commitment & Generosity

At QCC, we know hope flourishes when communities come together to support children, families, and child care providers. For over 10 years, 100% of QCC's staff have proudly contributed to our mission through annual giving. This unwavering commitment reflects our deep belief in the power of quality child care and our dedication to the families and providers we serve. When we say we care, we mean it—because we invest in the future of Georgia's children every single year.

Through the generosity of our donors, partners, and advocates, we continue to remove barriers, expand access, and create lasting impact. In 2024, over 275 generous donors gifted 1,624 donations. Every contribution fuels resilience to help families find quality care, empowering providers with essential resources and ensuring every child has the foundation to thrive.

Together, we are not just giving—we are investing in a brighter, more equitable future for Georgia's youngest learners.





Giving to QCC supports

Georgia working parents,
child care businesses and ensure
children receive quality early education
that sets them up for future success.

DID YOU KNOW?

Scan the QR code to give today.



I'm proud to work for and support the mission of QCC. Everyone talks about school-aged children, but not enough about the birth-to-five age group.

On a personal note, before I joined QCC's nutrition department,I was a home provider myself. I'm grateful to be part of an agency in Georgia that shares my passion for this critical stage of development.

Caitlin Vadini

Director of Nutrition Services

\$11,718

contributed by QCC employees in 2024

I've been here for over a dozen years, and I've witnessed the incredible impact we make on child care programs, families, and children.

I want to do everything
I can to contribute
and ensure we continue
making a difference.
Laura White

CCR&R Director of Operations





2024 Corporate and Foundation Partners

Alston & Bird

Athens-Clarke County

Atlanta Metropolitan State College

Atlanta Public Schools

Breakthrough Marketing Consulting

Care Solutions

Carter's

DeKalb County Department of Human Services

Early Learning Property Management

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GEEARS/PAACT

Georgia Child Care Association

Georgia Department of Early Care and Learning

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PNC Foundation

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Voya

The Edna Wardlaw Charitable Trust

YMCA of Metro Atlanta

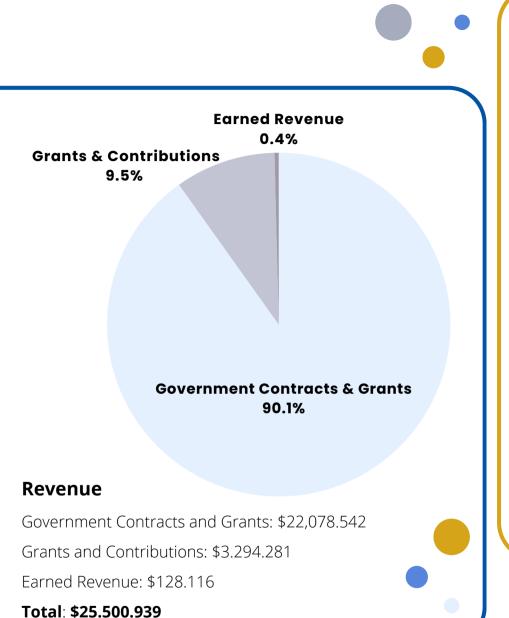
YWCA of Greater Atlanta

The Zeist Foundation









Administrative Costs 7.4% **Meal Reimbursements** 37.9% **Program Operating Expenses** 43.2% **Child Care Fees** 9.8% **Expenses Other Provider Support** Meal Reimbursement \$9,886,055.55 1.7% Child Care Fees \$2,557,259.60 Other Program Support \$433,643.02 Program Operating \$11,271,876.34 Admin \$1,925,062.00 Total \$26,073,896.51

Deficit: \$572,957

Less: Temporarily Restricted Revenue Net Change: \$533,225

Operational Deficit: \$39,732

Preliminary numbers pending audit

The operational deficit is a result of a planned investment of QCC's reserves to fund a position in nutrition services, which is now self-sustaining. QCC has multi-year grants and practices a balanced budget. Revenue for multi-year grants must be recognized in the fiscal year it is awarded.





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