



2022

Annual Report



BABY TALK INC.

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Baby
TALK

connect • engage • strengthen • reflect

Letter from the Executive Director



Dear Baby TALK Friends and Stakeholders,

Throughout 2022, the vast impacts of Baby TALK continued! Baby TALK's mission has been to positively impact child development by nurturing healthy and responsive relationships during the critical early years over the past 36 years. Our mission is carried out directly with families through the offering of Baby TALK programing in the Decatur Illinois area, our founding location and, in state and national program sites that adopt the Baby TALK model, approach and curriculum with families.

In the Decatur area, Baby TALK offers quality and impactful programming to reach over 300 children and families. It is because of Baby TALK's dedicated and passionate professionals, implementing Baby TALK's strength-based, relational model we can impact child well-being and positive outcomes with families. Baby TALK is grateful for the generous gifts of donors that allow for the provision of programming and direct services with families.

Within Illinois systems and programs, the impact and use of the Baby TALK model remains a high priority. Baby TALK is dedicated to stakeholder relationships and conversations to ensure continued usage of the Baby TALK model by state funding streams.

Usage of the Baby TALK model by community programs within the state continues to grow. Nationally, Baby TALK was implemented in 12 states and continued to gain notoriety. The National Center for Children in Poverty published a profile related to Infant and Early Childhood Mental Health in home visiting, featuring Baby TALK. The National Home Visiting Resource Center released a touching video highlighting the impactful work of the Baby TALK program at RefugeeOne, a nonprofit organization that serves refugee and immigrant families in the Chicago metro area. Baby TALK continued to lead efforts in the family engagement space by presenting at national conferences throughout the year.

We are extremely grateful to our donors and stakeholders for their support and investment to ensure child well-being and positive outcomes in the lives of families with young children. Baby TALK understands that relationships during the earliest years matter and trustworthy community systems are key to providing opportunities for children and families to reach their goals.

Cindy Bardeleben

Mission and Foundation

What We Know

Relationships in the earliest years matter and community systems are key to providing opportunities for all children and families to reach their full potential.

What We Aim to Do

Positively impact child development by nurturing healthy and responsive relationships during the critical early years of life ([mission](#)). We envision a society in which all families are engaged in relationships that ensure child well-being and positive family outcomes ([vision](#)).

How We Aim to Come Alongside Families

[Invest in relationships](#). Everything we do is aimed at building trust. We are dedicated to valuing strengths in each relationship by listening to and encouraging each other.

[Thrive together](#) by collaborating, holding ourselves and each other accountable and maintaining respect for families, professionals and community stakeholders. We recognize and honor all experiences and cultures.

[Reflection in our learning](#) through a consistent "wondering stance", allowing for continued learning and improvement; fostering an environment of growth and humility. Through this we become ever better, together.

Board of Directors

OFFICERS

Cindy Bardeleben

Baby TALK, Inc.
Decatur, IL
(Ex-Officio Director)

Michael Karunas

Central Christian Church
Decatur, IL
(President)

Ashley Grayned

Decatur Public Schools #61
Decatur, IL
(Vice President)

Dan McGuire

McGuire, Yukas, Huffman
& Bucky, PC
Decatur, IL
(Treasurer)

Melissa Ridenour

Archer Daniels
Midland Co.
Mt. Zion, IL
(Secretary)

MEMBERS

Jennifer Beals

BKD, LLP
Decatur, IL

Julie Bilbrey

Decatur Memorial
Hospital Foundation
Decatur, IL

Kim Carlson

Decatur Earthmovers
Credit Union
Englewood, FL

Kathy Garriott

HSHS St. Mary's Hospital
Decatur, IL

Katie Gross

Decatur Public Library
Decatur, IL

Darlene Hoffman

Millikin University
White Heath, IL

Kathy Locke

Child's Play Photography
Decatur, IL

Matt Naber

Dunn Company
Decatur, IL

Georgette Page

Millikin University
Decatur, IL

Rae Reed

Refugee One
Chicago, IL

Dr. Tricia Scerba

Crossing Healthcare
Decatur, IL

Shannon Shallenberger

Shelbyville Schools
Shelbyville, IL

Chidi Wachukwu

Macon County Public
Defender's Office
Decatur, IL

Paul Willis

Foster Parent
Decatur, IL

Briana Wright

Posen-Robbins EDS 14
Crestwood, IL

Early Head Start Policy Council

PARENT MEMBERS

Karoll Jelks
Center-Based

Megan Meyrick
Center-Based

Symphoni Young-Thomas
Center-Based

Shureda Casterberry
Home-Based

Summer Cunningham
Home-Based

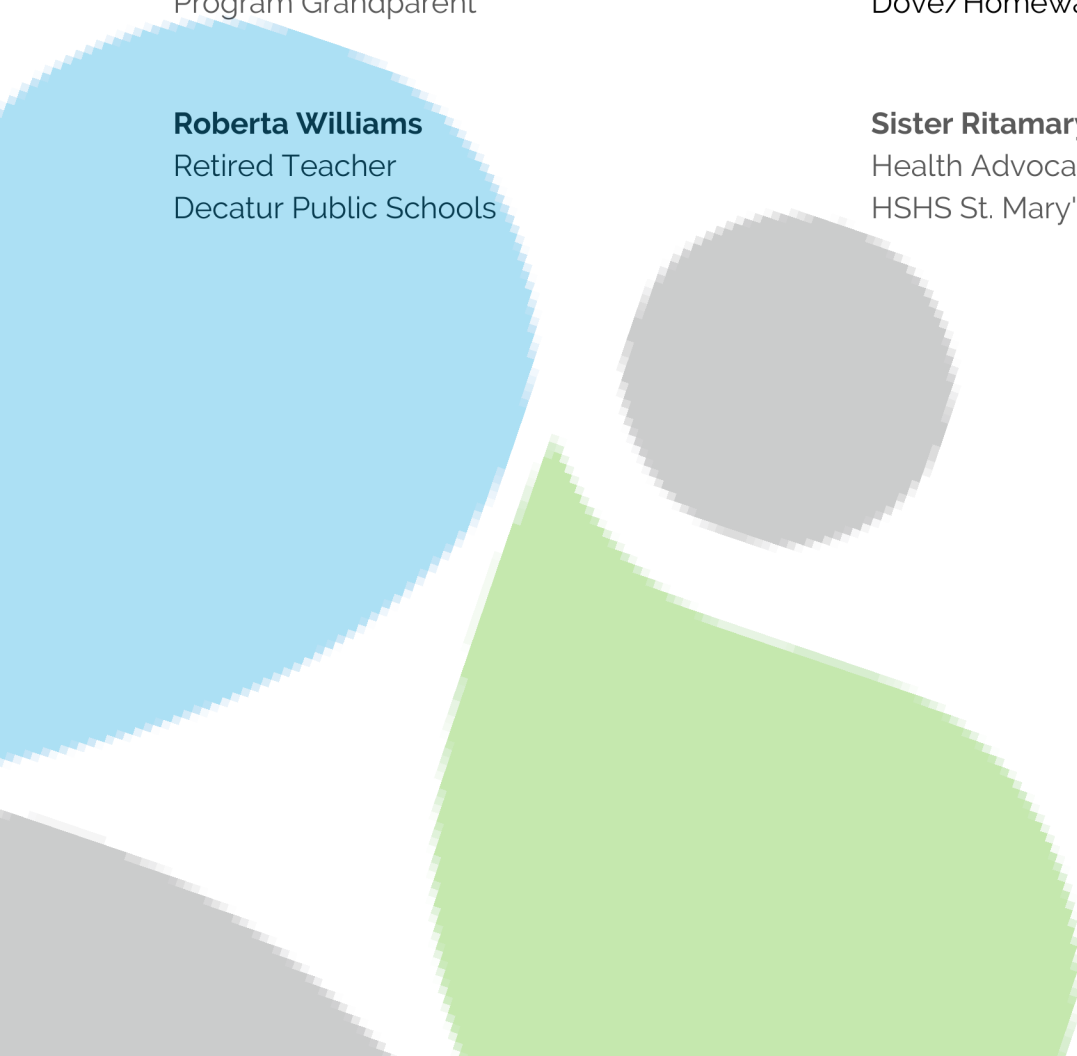
COMMUNITY MEMBERS

Michael Shaw
Retired/Former
Program Grandparent

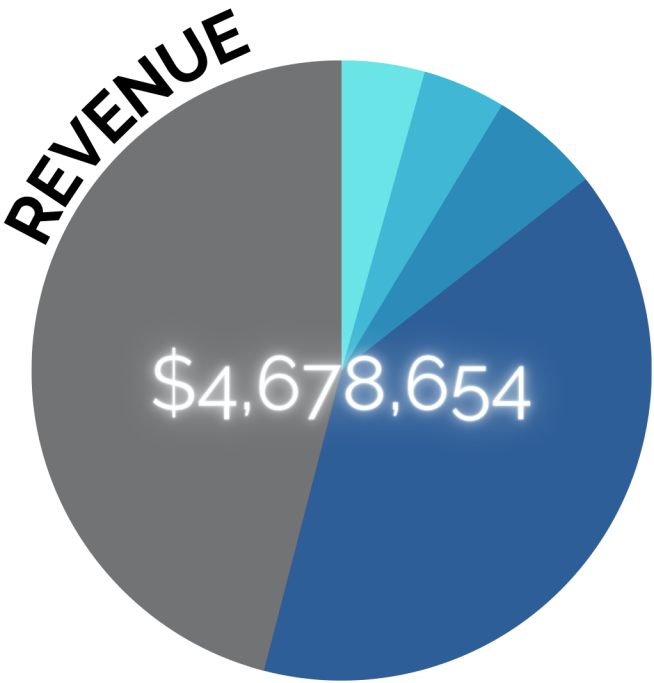
Daciena Simmons
Children's Specialist
Dove/Homeward Bound

Roberta Williams
Retired Teacher
Decatur Public Schools

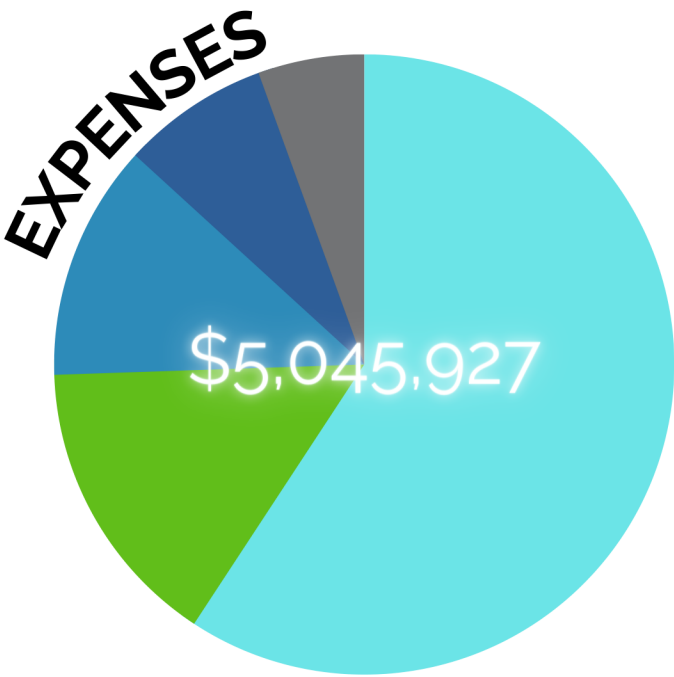
Sister Ritamary Brown
Health Advocate
HSHS St. Mary's Hospital



Financial Summary FY2022

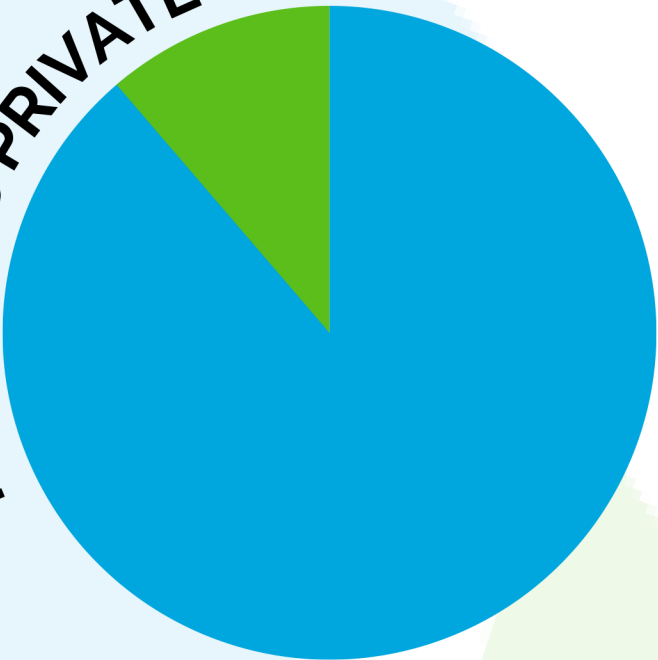


- Early Head Start
- ISBE
- General & Admin
- Fundraising
- Learning Institute



- Salaries & Benefits
- Purchased Services
- Supplies & Materials
- Misc/In Kind/Cost Pool
- Program Support

PUBLIC VS PRIVATE FUNDS



- Private Funding
- Public Funding

Financial Summary FY2022

Baby TALK, Inc. proposed a \$6.1MM budget for FY22. Both revenues and expenses were under-budget for the fiscal year. Baby TALK successfully raised \$4.8M from available federal, state, local grants and contributions from community partners and the Baby TALK Learning Institute to cover total fiscal expenses of \$5.05MM.

Prevention Initiative funding through the Illinois State Board of Education will remain level-funded (since 2018) through the spring of 2025. There may be opportunities to expand services to additional children and families, however no additional money will be awarded for currently funded slots.

Decatur Area Programming is nearly at the end of the Early Head Start funding five-year cycle. This funding cycle began in 2019 and will end in June 2024. While the program has been notified that they will not have to re-compete to receive this funding for another cycle, a full baseline application will need to be submitted to begin the new funding cycle.

Programs rely on other grants and donations as well. Examples of these funding streams include grants from Dollar General and the Secretary of State as well as donations from generous partners in the community.

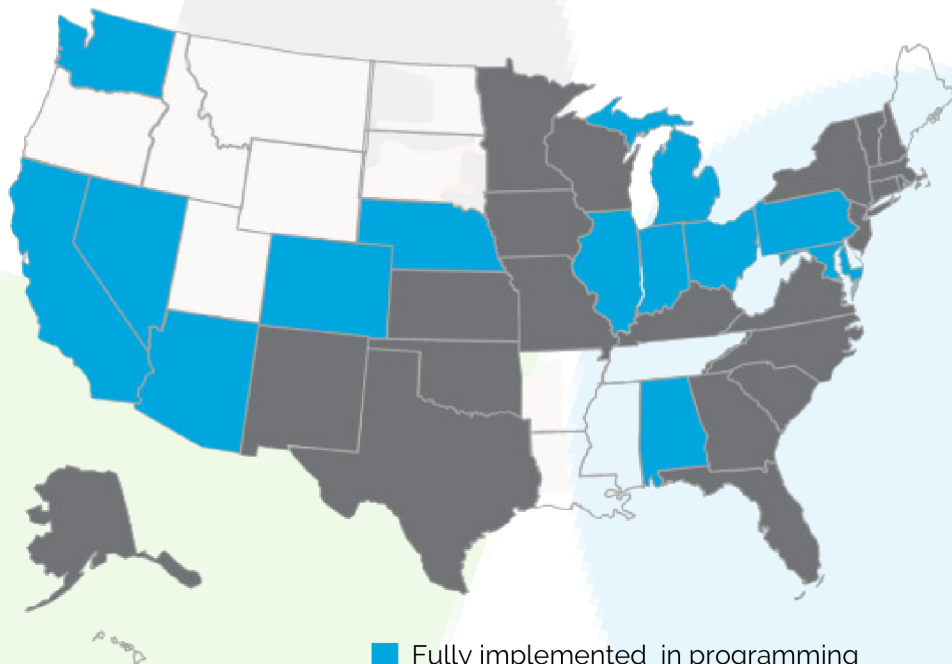
Baby TALK Model Reach

62,863 HOME VISITS

4500+ CHILDREN SERVED

3800+ FAMILIES SERVED

Programs Come Alongside families that speak **English, Spanish, Arabic, Farsi, Ewe, Lingala, Urdu, Kanojbal, French, Mam, Bengali, Dutch, Mandarin, Polish, Kyrgyz, Mayayalam, Assyrian, Russian, Pushto, Portuguese, Hindi, Yoruba, Swedish, Burmese, Japanese, Nepali, Afrikaans (Taal), Korean, and Swahili**



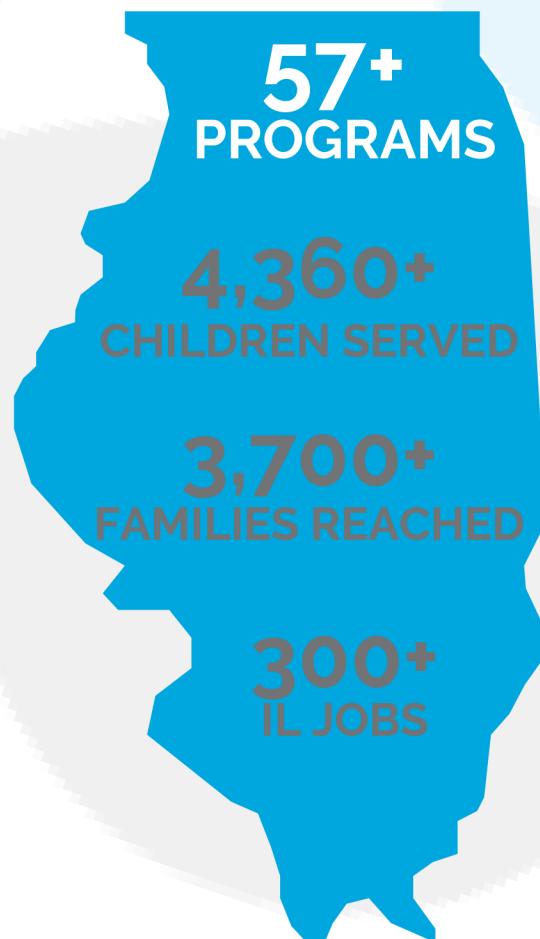
Training & Tech Assistance

52

PROGRAMS THAT HAVE
ACHIEVED BABY TALK HOME
VISITING QUALITY
CONFIRMATION STATUS

477

TRAINING PARTICIPANTS



GREAT THANKS TO OUR COLLABORATORS:

Healthy Families America San Diego County –
American Academy of Pediatrics California Chapter
Training Site
Healthy Families Arizona
Brazelton Touchpoints Center
Illinois State Board of Education
Start Early
Rapid Response Virtual Home Visiting project

The Learning Institute

PROFESSIONAL VOICE

"I just got off the FY23 BTPA Zoom meeting and wanted to say thank you to all of you for the time and effort put into the updates. I'm thrilled with the visual curriculum. Home visitors have enjoyed the on-going conversations with families, occurring because of these being displayed on refrigerators across Shelbyville. One of my favorite parts of using Baby TALK as our model is the fact that the home visitors and supervisors feel "heard". So, please, take a moment and pat yourself on the back. Hard work noticed & job well done!"

- Program Supervisor

GROWTH

The Baby TALK Family Engagement Model/Approach/Curriculum continues to grow, with 19 trainings offered this year. In 2022, Baby TALK was implemented in programs in five additional states: Arizona, Colorado, Nevada, Pennsylvania, and Washington.

2022 LEARNING INSTITUTE PRESENTATIONS

Family Life Coaching Conference

National Home Visiting Summit

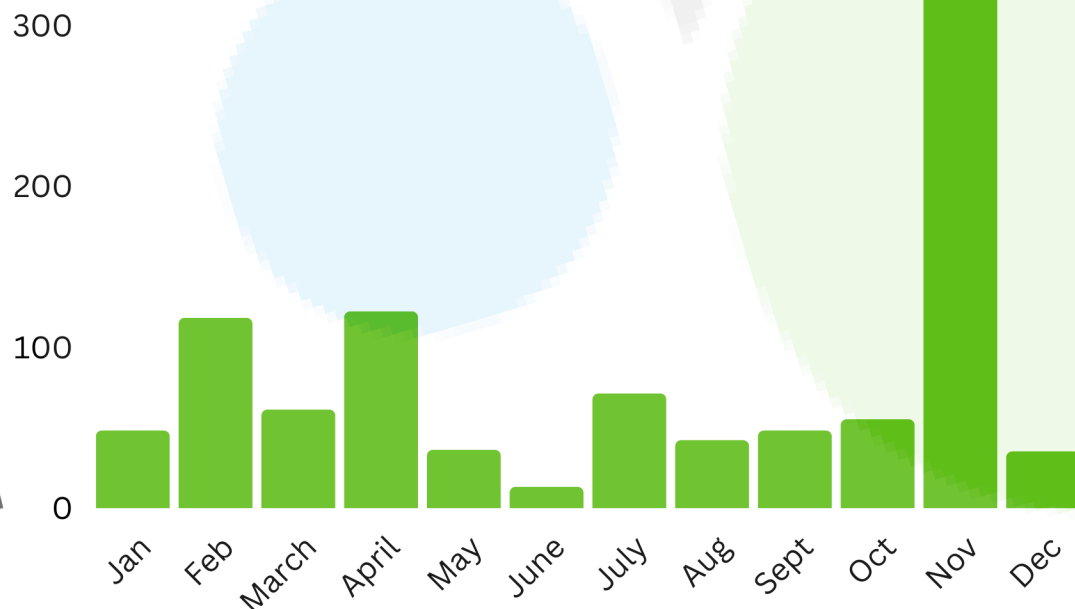
Prevention Initiative Leadership Forum 2021

IMPLEMENTATION SUPPORT

The Learning Institute continued to support the Baby TALK Professional Association (BTPA) using a wide range of opportunities for on-going professional development and reflection on effective practices.

Ongoing and regularly scheduled opportunities for the BTPA throughout the year included Quality Confirmation, practice-based coaching, communities of practice, in-depth book studies on key topics, and monthly supervisor meetings.

Participation in Professional Development



Decatur Area Programming

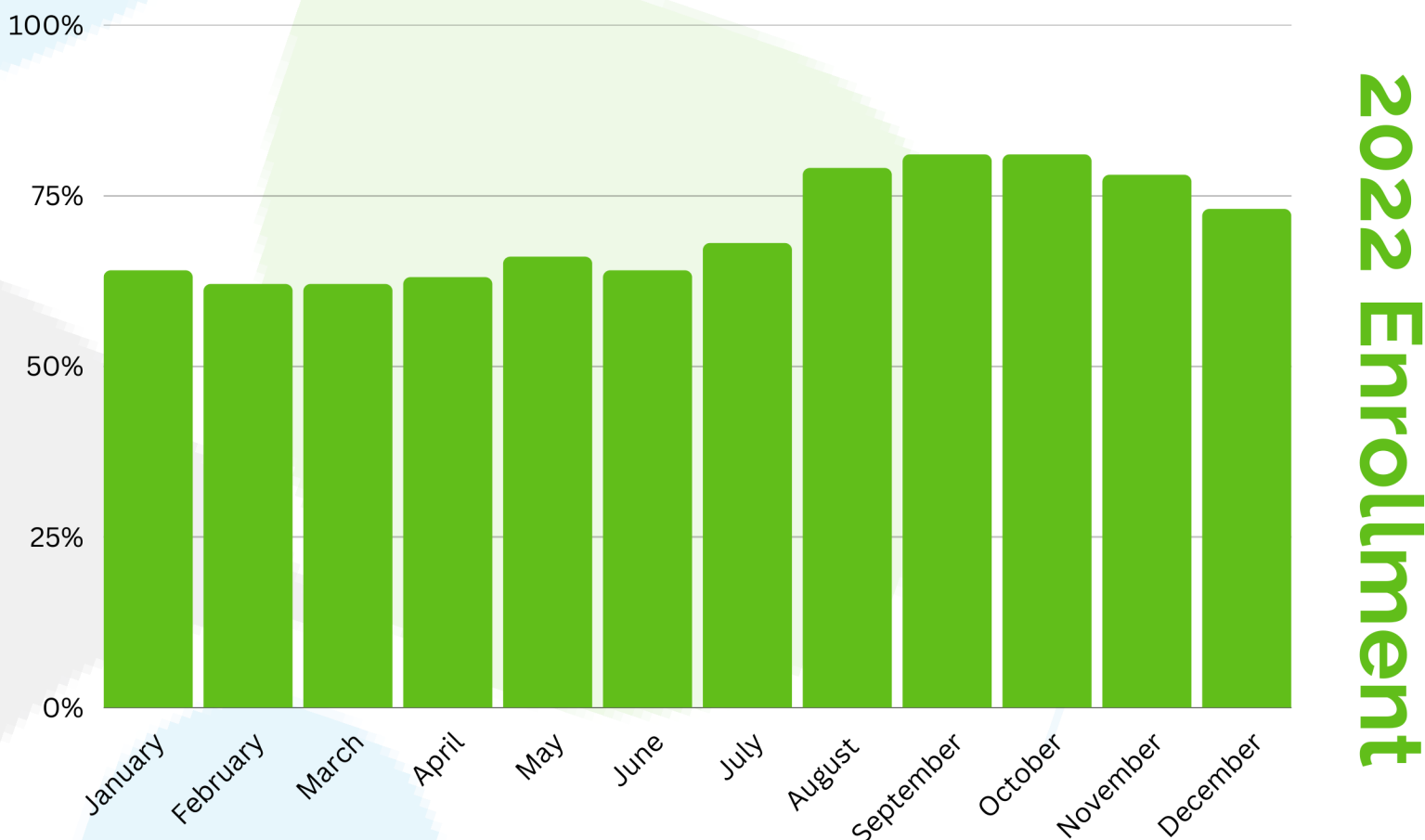
Program Goals

Promote **healthy lifestyle** choices throughout the program to reduce obesity and chronic disease.

Provide high-quality services in our center and home-based programs that are focused on child development.

Strengthen partnerships with other agencies in Macon and surrounding counties.

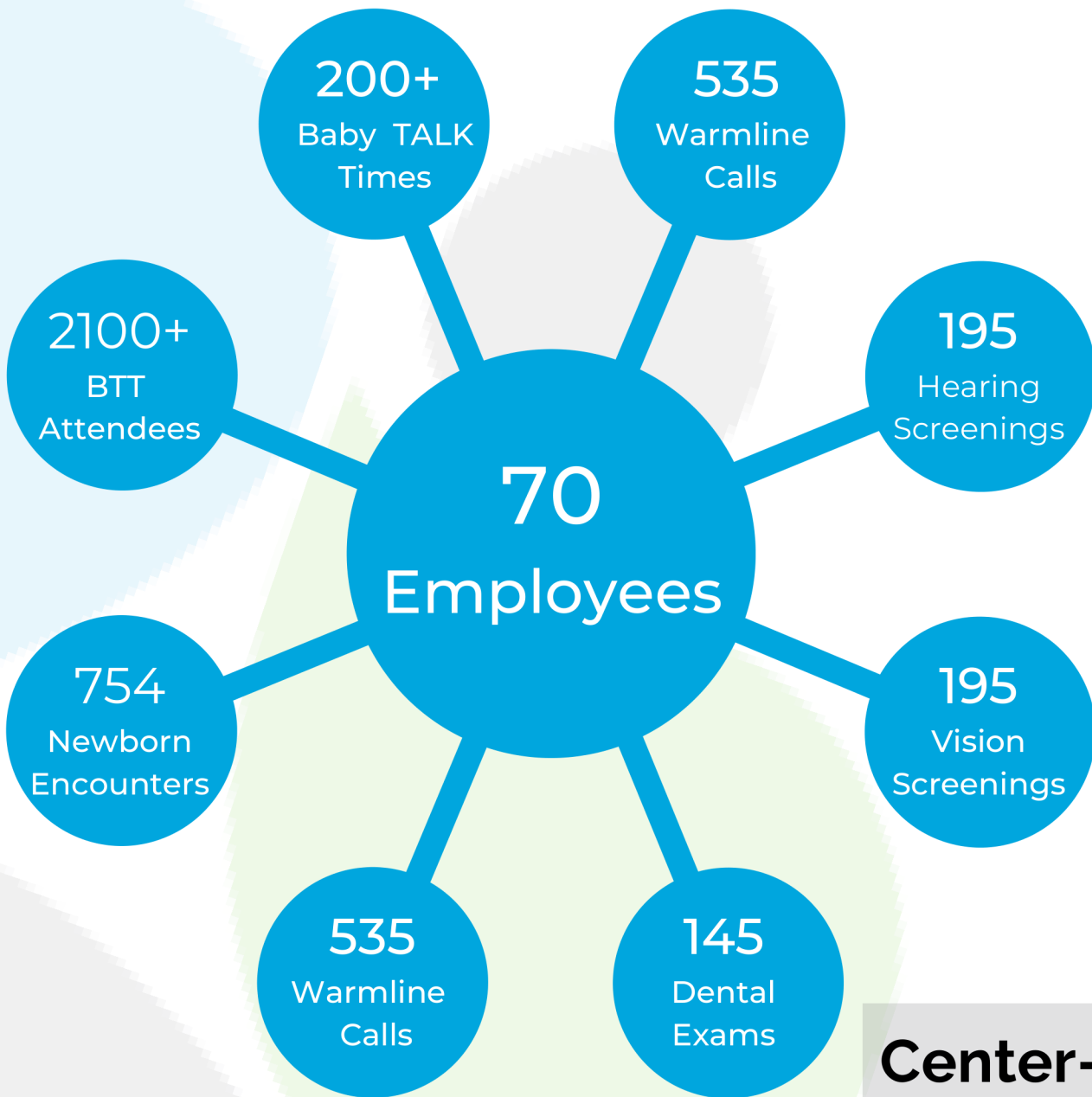
Continually improve our internal data systems.



Center-based Funding

Baby TALK relies on grant funding to support the work we do with families. These grants make it possible to pay staff fair wages, offer insurance to staff, provide families with many resources and opportunities, and, overall, provide high-quality programming.

Decatur Area Programming



Family Literacy

500 hours
Foundations Programming

2 Students
Received GED

230 hours
Family Literacy Program

2 Students
Received HS Diploma

Volunteers

185
Volunteers

430.75
Volunteers
Hours

Center-based & Home Visiting

Early Care & Education:
96 Children Enrolled

Family Literacy:
36 Adults, 37 Children

STEPS:
24 Children Enrolled

Home Visiting:
158 Families Enrolled

Transitions (children aging
out of 0-3 programming):
36 Children

Financial Summary FY2022



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INDEPENDENT AUDITORS' REPORT

The Board of Directors
Baby TALK, Inc.
Decatur, Illinois

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Baby TALK, Inc. (a nonprofit organization), which comprise the statement of financial position as of June 30, 2022 and 2021, and the related statements of activities, functional expenses, and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the financial statements present fairly, in all material respects, the financial position of Baby TALK, Inc. as of June 30, 2022 and 2021, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with 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. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Baby TALK, Inc. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Baby TALK, Inc.'s ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Financial Summary FY2022

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Baby TALK, Inc.'s internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Baby TALK, Inc.'s ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The accompanying schedule of revenue and expenditures - Early Head Start grant, consolidated year end financial report (CYEFR), and schedule of expenditures of federal awards, as required by Title 2 U.S. Code of Federal Regulations Part 200, *Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards*, are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Financial Summary FY2022

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated March 2, 2023, on our consideration of Baby TALK, Inc.'s internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of Baby TALK, Inc.'s internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering Baby TALK, Inc.'s internal control over financial reporting and compliance.

MCK CPAs & Advisors

Decatur, Illinois
March 2, 2023

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Baby
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