

2024 ANNUAL REPORT





BabyTALK

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LETTER FROM THE EXECUTIVE DIRECTOR



Dear Friends and Stakeholders,

As I reflect on fiscal year 24 (FY24), I am proud that Baby TALK stayed true to its mission, “to positively impact child development by nurturing healthy and responsive relationships during the critical early years.” FY24 brought a historical shift in our executive director role. In June 2023, a new executive director was hired as a leader who had not ‘grown’ within the organization - a new leader who brought fresh ideas and fundraising experience. During this transition, I am especially proud of Baby TALK’s long-standing professionals, who have honored our institutional knowledge as they supported the mission, growth, and passion of our foundation, team, and organization.

Baby TALK’s model is strength-based and relational. It is unique in that it fosters healthy and responsive relationships during the critical early years. Baby TALK’s professionals know that a positive relationship is key in all direct service work so that families can reach their full potential. Baby TALK values the hard work of all employees working directly with children and families. We are all champions for every child and family we serve.

I am grateful that Baby TALK has received great collaboration, support, and advocacy from the Board of Directors, community partners, and donors. Our board of directors was generous with their time and talents as they guided new leadership. Community partners valued our relationship and offered support. We had a successful fundraiser at the Decatur Club with an evening dinner and ‘Dueling Pianos’ for entertainment. We were fortunate in the number of donors who sent well-wishes and donations to answer our annual appeal.

With your support, our mission is accomplished with families in Macon County through our Baby TALK local programming. However, Baby TALK expands throughout Illinois and nationwide through programs that adopt the Baby TALK model and curriculum. Currently, 53 organizations across IL have chosen the Baby TALK model for their work with families. Outside of IL, eight states have adopted the Baby TALK model or curriculum. Baby TALK also continued its research to provide evidence that the model and curriculum do have positive outcomes.

Amy Malone

Amy Malone
- Interim Executive Director

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

Mission: To positively impact child development by nurturing healthy and responsive relationships during the critical early years.

Vision: We envision a society in which all families are engaged in trustworthy relationships to ensure child well-being and positive outcomes for families.

BOARD OF DIRECTORS

OFFICERS

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

Michael Karunas
Central Christian Church
Decatur, IL
(President)

Jennifer Beals
FORVIS
Decatur, IL
(Vice President)

Melissa Ridenour
Archer Daniels Midland Co.
Decatur, IL
(Secretary)

Dan McGuire
McGuire, Yuhas, Huffman &
Buckley PC
Decatur, IL
(Treasurer)

MEMBERS

Julie Bilbrey
Decatur Memorial
Hospital Foundation

Adelicia Brienzo
Illinois Resource Center

Kim Carlson
Decatur Earthmover
Credit Union

Kathy Garriott
Community member

Katie Gross
Retired, Decatur
Public Library

Rae Reed
Refugee One

Tricia Scerba
Crossings Healthcare

Shannon Shallenberger
Shelbyville Schools

Trevon Sylvester
Michael Best Strategies

Chidiebere Wachukwu
Wachukwu Law, LLC

Melverta Wilkins
Sista Girls & Friends

Paul Willis
Early Head Start
Parent Liaison

Briana Wright
Lu Rocha Counseling
Services

Rebekah Zuniga
EnRich Healthcare



EARLY HEAD START POLICY COUNCIL



CENTER-BASED PARENTS

Kendall Bush

Karoll Jelks

Sean Patterson

Sherri Pittman

Rachel Power

Robbie Rawls

COMMUNITY POLICY COUNCIL MEMBERS

Sister Ritamary Brown
Chairperson

Daciena Simmons
Dove

Roberta Williams
Retired Teacher

Paul Willis
Community Member

Debra Baltimore
(Facilitator)



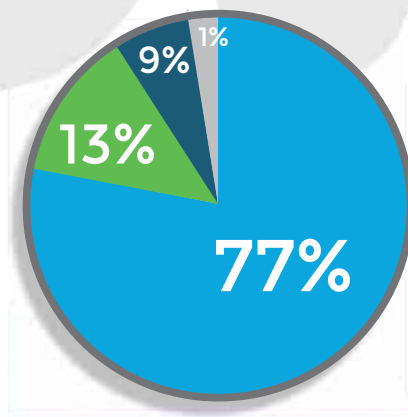
FINANCIAL SUMMARY FY 2024

Baby TALK, Inc. proposed a \$5,933,419.00 budget for FY24. Baby TALK successfully raised \$4,291,428 from available federal, state, local grants and contributions from community partners. Baby TALK Learning Institute brought in \$207,233 through training and membership revenue.

Prevention Initiative funding through the Illinois State Board of Education remained level-funded (since 2018) and will continue through the spring of 2026. There may be opportunities to expand center-based services, however, no additional money will be awarded for currently funded slots.

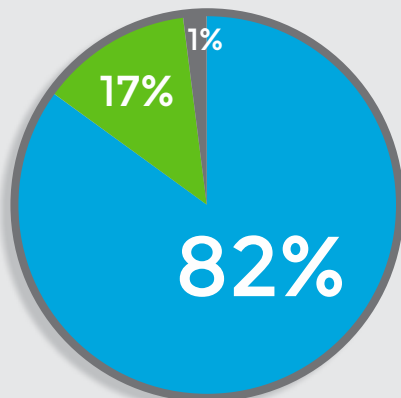
Decatur local programming submitted the new Early Head Start baseline grant in 2024. The grant was approved for a five year cycle. Baby TALK was awarded \$3,008,473 for calendar year 2024. A cost-of-living adjustment (COLA) was also awarded for \$69,514.00.

Baby TALK's fiscal year 2024 financial audit had no material weaknesses identified. Baby TALK qualifies as a low-risk auditee.



GRANT UTILIZATION

■ Salaries & Benefits 77% ■ Supplies & Materials 9%
■ Occupancy 13% ■ Staff Development 1%

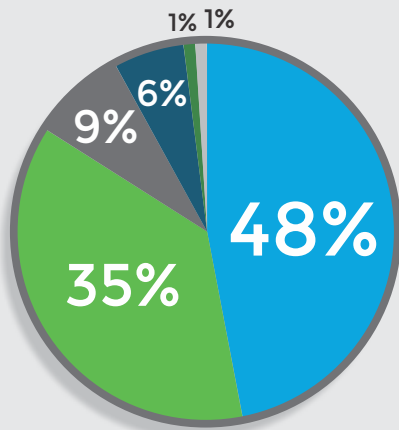


SALARIES

■ Program Services 82%
■ Management and General 17%
■ Fund Raising 1%

COMMUNITY, CORPORATE & FOUNDATION GIFTS

MAJOR FUNDING SOURCES & COMPOSITION OF BABY TALK, INC



Baby TALK receives funding from various sources every fiscal year. Out of the total 4.160M, over 48% of the funds were received from the Early Head Start Program, over 35% from the Illinois State Board of Education, and 9% from the Start Early partnership.

In addition, Baby TALK received support from the Illinois Secretary of State for Adult Education and Family Literacy program, as well as from the Illinois Department of Human Services for our early intervention program. (original pie graph on page 6)

- Early Head Start Program 48%
- ISBE Early Childhood Prevention Initiative 35%
- ISBE Early Childhood Training & Technical Assistance 9%
- IL Secretary of State 1%
- IDHS Early Intervention 1%
- Other 6%

In addition to the Federal and State funds, Baby TALK also thanks our community partners for monetary donations. Baby TALK received donations from United Way of Mid-Illinois, Decatur Memorial Health, Dollar General Literacy Foundation as well as private community donations.



COMMUNITY IMPACT

OUTREACH

732 Newborn Encounters

393 Warmline

Baby TALK Times

2500+ Children

CHILD'S HEALTH

Screenings

439 Vision and Hearing

124 Dental



CENTER-BASED PROGRAMMING

Early Care & Education

153 Children

Family Literacy

34 Adults

29 Children

7 Graduates

STEPS

35 Children



Home Visiting

64 Early Head Start Families

162 Prevention Initiative Families

COMMUNITY IMPACT

AVERAGE MONTHLY EARLY HEAD START ENROLLMENT

January	68%	August	72%
February	66%	September	72%
March	65%	October	72%
April	71%	November	66%
May	64%	December	64%
June	70%		
July	65%		

**100% of the 217 children
served in Early Head Start
were eligible*

2023 PARENT INVOLVEMENT ACTIVITIES

- Policy Council Meetings
- Family Fun Times
- Socializations
- Surveys
- Parent Committees
- Celebration Walks
- Parent Appreciation Event

SCHOOL READINESS GOALS

- Children will demonstrate positive approaches to learning
- Children will regulate their own emotions and behaviors
- Children will listen to and understand increasingly complex language
- Children will use language to express thoughts and needs
- Children will remember and connect experiences
- Children will use images and symbols to represent something not present
- Children will demonstrate fine motor strength and coordination
- Children will demonstrate balancing skills
- Children will demonstrate knowledge of print and its uses



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Baby TALK'S LEARNING INSTITUTE

4291+

CHILDREN SERVED

3701+

FAMILIES SERVED



Coming Alongside
families who speak...

English, Spanish, Arabic, Swahili, Japanese, Cantonese, Urdu, Malayalam, Telugu, Portuguese, Russian, Assyrian, Bulgarian, Polish, Nepali, Bengali, French, African, Amharic, Turkish, Hindi, Urdu, Persian(Farsi), Haitian Creole, Lingala, Rohingya, Burmese, Kinyarwanda, Dari, Pashto, Malayalam, Mandingo, Yoruba, Cantonese, Pashto, Q'anjob'al (Kanjobal) Farsi, French, Hindi, Indonesian, Kache, Kanjobal, Pashto, Tamil, Urdu, Uzbek, Burnese, Yoruba, Korean and Bosnian.

TRAINING & TECHNICAL ASSISTANCE

50

Programs Achieved Baby
TALK's Home Visiting Quality
Confirmation Status

676

Training Participants



INDEPENDENT AUDITORS' REPORT

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Decatur, Illinois 62526-9344
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FAX: (217) 875-1660
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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 statements of financial position as of June 30, 2024 and 2023, and the related statements of activities, functional expenses, and cash flows for the years 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, 2024 and 2023, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits 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/or 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.

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 schedules of revenues and expenditures - Early Head Start grant, consolidated year-end financial report, 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.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated March 27, 2025, 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 27, 2025

THANK YOU!



Baby TALK thanks our 92 volunteers who gave over 2330 hours of their time and talents over the past year. We also thank our generous donors and sponsors. We truly appreciate your support in providing high-quality programming in support of our children and families.

You are making a Difference in a child's life!





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