



# FIRST 5

## NAPA COUNTY

**MEETING ADDRESS: 1303 JEFFERSON ST #100A NAPA CA 94559**

**AGENDA**  
**May 19, 2025**  
**3:00 PM-5:00 PM**

<b>Agenda Item</b>	<b>Facilitator</b>	
1) Call to Order	J. Cisneros	
2) Public Comment	J. Cisneros	
3) Mission and Vision Moment		
<b>First 5 Napa County Vision</b> Napa County is a strong and healthy community because families can set down roots, grow, and thrive.	J. Gallagher	
<b>First 5 Napa County Mission</b> First 5 Napa County convenes and mobilizes the community to use systems- and design-thinking to center and lift up our community's young children, their families, and the providers who serve them.		
4) Approval of Commission Meeting Notes <i>April 28, 2025</i>	J. Cisneros	<b>*ACTION</b>
5) Commission Business	J. Cisneros	
6) <b>Compliance Item:</b> Review and Approval of Strategic Plan 2023-2026	A. Walker	<b>*ACTION</b>



# FIRST 5

## NAPA COUNTY

7) Review and possible approval of 2025-2026 staff COLAs and Wage & Compensation Package A.Walker **\*ACTION**

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8) **Compliance Item:** Budget Hearing FY 2025-2026 A.Walker **\*ACTION**  
a) *Staff Review*  
b) *Open Public Hearing*  
c) *Receive Testimony*  
d) *Close Public Hearing*  
e) *Adopt FY 2025-26 Budget*

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9) Review and possible approval of contract #607 between Napa County Children and Families Commission and Race Work with Dr. Lori Watson for fiscal year 2025-26, not to exceed \$23,500. A.Walker **\*ACTION**

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10) Review and possible approval of contract #608 between Napa County Children and Families Commission and artist partner Favianna Rodriguez, effective May 19, 2025, not to exceed \$5,729.15 A.Walker **\*ACTION**

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11) **Executive Director Report**  
- Lewis Cellars Grant Award Notification  
- Napa County Imagination Library Updates  
- Community Grant Request Review A.Walker

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12) Items for next commission meeting J. Cisneros  
• Contracts for FY25-26  
• EOY Program Reports



### 13) Announcements

J. Cisneros

Next Commission Meeting: June 23, 2025 from 3-5PM

#### GENERAL INFORMATION

First 5 Napa County regularly meets the fourth Monday of each month at 3:00 p.m. at 1303 Jefferson St Suite 100A Napa, CA 94559. Requests for disability related modifications or accommodations, aids or services, including assistive listening devices and interpreters, may be made to the office of the Clerk of the Napa County Board of Supervisors no less than 72 hours prior to the meeting date by contacting (707) 253- 4580 or (707) 253-6088 (TDD). All materials relating to an agenda item which are provided to a majority or all of the members of the Commission by Commission members, staff or the public within 72 hours of but prior to the meeting will be available for public inspection, at the time of such distribution, Materials distributed to a majority or all of the members of the Commission at the meeting will be available for public inspection at the public meeting if prepared by the members of the Commission or Commission staff and after the public meeting if prepared by some other person. Availability of materials related to agenda items for public inspection does not include materials which are exempt from public disclosure under Government Code sections 7924.110, 7927.500, 7928.300, 7924.510, 7927.605, 7927.410, or 7926.205.

#### ANY MEMBER OF THE AUDIENCE DESIRING TO ADDRESS THE COMMISSION

ON A MATTER NOT ON THE AGENDA may do so under the Public Comment portion of this agenda. Give your name, address, and your comments or questions. As required by the Government Code, no action or discussion will be undertaken on any item raised during the Public Comment period.

#### ANY MEMBER OF THE AUDIENCE DESIRING TO ADDRESS THE COMMISSION

ON A MATTER ON THE AGENDA may do so after receiving recognition from the Chair at the time the item is considered. Introduce yourself, representing what organization (if any), and your comments or questions. In order that all interested parties have an opportunity to speak, please be brief and limit your comments to the specific subject under discussion.

Time limitations shall be 3 minutes and/or at the discretion of the Commission Chairperson.



**FIRST 5**  
**NAPA COUNTY**

**Mission Moment**

*“First 5 Napa County convenes and mobilizes the community to use systems- and design-thinking to center and lift up our community’s young children, their families, and the providers who serve them.”*

# Napa County Board of Supervisors

## THE WEEK OF THE YOUNG CHILD PROCLAMATION

**WHEREAS**, every year, thanks to the great work of the National Association for the Education of Young Children (NAEYC) and that of their affiliate agencies, jurisdictions across the nation dedicate a week in April to celebrating young children, their families, and caregivers through themed days and a host of activities; and

**WHEREAS**, the NAEYC is a professional membership organization that works to promote high-quality early learning for all young children, birth through age eight, by connecting early childhood practice, policy, and research. They work to advance a diverse and dynamic early childhood profession and support all who care for, educate, and work on behalf of young children; and

**WHEREAS**, First 5 Napa County, Community Resources for Children, It Takes a Valley, Napa County Child Care & Development Council, Cope, Child Start Inc., ParentsCAN, along with other community organizations and in conjunction with the National Association for the Education of Young Children are celebrating the 54th anniversary of the **Week of the Young Child**; and

**WHEREAS**, parallel to the NAEYC, these community organizations are working to achieve a collective vision, one that all young children thrive and learn in a society dedicated to ensuring they reach their fullest potential; and

**WHEREAS**, early childhood educators and others who make a difference in the lives of young children deserve thanks, recognition, and support; and

**WHEREAS**, public policies that support early learning for all young children are crucial to our Napa County families, communities, and economy; and

**WHEREAS**, high-quality early care and education can help reduce the effects of poverty, detect and remediate delays, identify and help prevent child neglect, and lead to positive outcomes for individual children, helping them be better prepared for school and more likely to succeed in life; and

**WHEREAS**, this Board acknowledges that high-quality early learning and childcare up to age eight, is a public good, and should be supported as such.

**NOW, THEREFORE, BE IT PROCLAIMED**, that this Board of Supervisors, County of Napa, State of California, does hereby recognize **April 5-11, 2025** as the **Week of the Young Child** in Napa County. We call upon all community groups, businesses, organizations, educators and members of the community to continue to support efforts that increase children and families' access to high-quality early childhood education and care. Additionally, we thank each organization that plays a crucial role in the well-being of our youth and their families in Napa County.

“Center and Lift Up”





# CRC'S CHILD CARE PROVIDER RECOGNITION EVENT

Over 100 childcare providers recognized and 30 awarded certificates of completion for anti-bias and trauma informed care trainings.

“Lift Up”



# HHSA Community Health Fair:

Families enjoy a day in Fuller Park, learn about community resources, and enjoy fun kid's activities together!



## Napa County Board of Supervisors: Expanding the Impact of “One Napa Valley”

The County voted to invest additional funds in the “One Napa Valley Initiative” sponsored by the Napa Valley Community Foundation.

Through trusted partners, UpValley Family Centers, On the Move, Puertas Abiertas, IIBA and additional agencies, families pursuing citizenship are offered legal services and support. In response to threats from ICE, “Know your rights” and “Observer” trainings are also provided.



# “Mobilize”





**\*\*UPDATED MEETING DETAILS\*\***  
**April 28, 2025 3:00 PM-5:00 PM**

MEETING IN PERSON ADDRESS: 1303 Jefferson Street, Suite 100A

**Commission Meeting Minutes**

1. Call to Order: 3:01 pm. The following were present:

<input checked="" type="checkbox"/> Juan Cisneros- via zoom	<input checked="" type="checkbox"/> Jennifer Ocon	<input checked="" type="checkbox"/> Monica Koenig
<input checked="" type="checkbox"/> Torence Powell	<input checked="" type="checkbox"/> Joelle Gallagher	<input type="checkbox"/> Jennifer Yasumoto-absent
<input checked="" type="checkbox"/> Kelsey Petithomme	<input checked="" type="checkbox"/> Vanessa Rubio	<input checked="" type="checkbox"/> Marlena Garcia

Staff present:

<input checked="" type="checkbox"/> Ashley Walker	
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2. Public Comment

1. No comments

3. Mission and Vision Moment

- a) Ashley Walker shared an update on the partnership collaborations First 5 has been engaging in through Up Valley Family Center’s Calistoga Community Schools Initiative and the meaningful insights around TK roll-out the collaborative has provided to the community

4. Approval of Commission Minutes, M. Koenig

- a) Minutes for March 2025

a. (Motion 1<sup>st</sup> by TP, 2<sup>nd</sup> by VR)

JC	VR	TP	JO	KP	JG	MK	JY	MG
Y	2nd	1st	Abstain	Abstain	Y	Y	Absent	Y

5. Commission Business

- a) Form 700 Submission & Conflict of Interest Review—commissioners completed form reflected in Resolution 2012-2

6. Q3 Financial Statement Review

- a) commissioners reviewed the Q3 financial report and memo from Tracy Schulze, Auditor-Controller.  
b) Motion to accept the Q3 the financial statement; approved.

(Motion 1<sup>st</sup> by JG, 2<sup>nd</sup> by KP)

JC	VR	TP	JO	KP	JG	MK	JY	MG
Y	Y	Y	Y	2 <sup>nd</sup>	1 <sup>st</sup>	Y	Absent	Y

7. Compliance Item: Public Hearing for Proposed FY 2025-2026 Budget

- a) *Staff Review*  
b) *Open Public Hearing*  
c) *Receive Testimony*  
d) *Close Public Hearing*  
e) *Vote of budget adoption scheduled for May 19, 2025 commission meeting*

8. Review and possible approval of MOU between California Children and Families Foundation (Fiscal Intermediary) and First 5 Napa County (Grantee).
- a) Motion to approve MOU between California Children and Families Foundation (Fiscal Intermediary) and First 5 Napa County (Grantee)

(Motion 1<sup>st</sup> by TP, 2<sup>nd</sup> by KP)

JC	VR	TP	JO	KP	JG	MK	JY	MG
Y	Y	1 <sup>st</sup>	Y	2 <sup>nd</sup>	Y	Y	Absent	Y

9. Executive Director Report:

- Staff Personnel Updates- Staff transition, team working to absorb workload and will assess hiring needs after new fiscal year
- Advocacy Day 2025 Report
- Floreecer 2.0-Summer 2025 planning- commission in favor of moving forward with adjusted model
- Rainbow Family League Planning for 2025-26
- Napa County Imagination Library Updates- planning moving forward to launch in June, more to come!
- Impact Grant 2025-2026- funding opportunity at 90% of current fiscal year value, will adjust budget with final numbers

10. Items for next Commission Meeting, M. Koenig

- a) Possible vote of adoption for FY26 budget

11. Announcements

- a) May is Maternal Mental Health Awareness week- take a photo with the blue dot sign to support!

Adjourn: 4 :44 pm.

Monica Koenig, Vice Chair

ATTEST:

Ashley Walker, Secretary

Commissioners Voting Key

JC = Juan Cisneros; TP= Torrence Powell; VR = Vanessa Rubio  
 JO = Jennifer Ocon; JY= Jennifer Yasumoto; KP = Kelsey Petithomme;  
 JG = Joelle Gallagher; MK= Monica Koenig; MG= Marlena Garcia

Notations under Vote: A = Abstained; C = Conflict; I = ineligible to vote (not sworn in)

Y= Vote in Approval; N= Vote Against

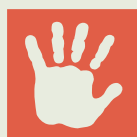
Absent = Commissioner Absent

X= arrived after or left before vote

# First 5 Napa County

## STRATEGIC PLAN

2023-2026



**FIRST 5**  
NAPA COUNTY



# About First 5 Napa County

## VISION

Napa County is a strong and healthy community because families can set down roots, grow, and thrive.

## MISSION

First 5 Napa County convenes and mobilizes the community to use systems- and design-thinking to center and lift up our community's young children, their families, and the providers who serve them.



## VALUES

<b>Justice for all</b>	All families and children deserve equal economic, political and educational opportunities. We work to dismantle unjust systems of care and rebuild better systems so that Black, Indigenous, Latine, and LGBTQ children and families can thrive.
<b>Anti-racism</b>	We bravely and visibly oppose racism of all forms — interpersonal, structural, systemic — in Napa County.
<b>Empathy</b>	Empathy is essential if we are to realize our interdependence and step into a different future together. We work to create spaces in Napa County that prioritize human connection, truth telling, and learning from each other.
<b>Creativity</b>	We work to be innovative and unconventional while we lean into what is possible for our community.
<b>Collaboration</b>	We build strong, collaborative, trusting relationships in Napa County across sectors, races, genders, sexual orientations, ages, and faiths. By working together, we can help young children, families, and the providers who serve them thrive.

# Our Story

In November 1998, California voters passed a statewide ballot initiative (Proposition 10) to tax tobacco products, with the revenue going to support a comprehensive, integrated system of early childhood development services. The following year, the Napa County Board of Supervisors established the Napa County Children and Families Commission (now First 5 Napa County) to distribute funding from California's Proposition 10 and provide resources to support a comprehensive system of services that ensures children ages prenatal to 5 in Napa County enter school healthy and ready to learn. Since its inception, First 5 Napa County has invested more than \$25 million in the community.

As described in our Manifesto (see Appendix 1), we accomplish our work by building the capacity of the community to use authentic collaborative relationships and human-centered design to create the family and community environments necessary for the optimal health and development of young children. First 5 Napa County centers equity and embraces the values of marginalized communities (e.g., immigrant, Latine, Black, LGBTQ) in all of our work.

In recent years, First 5 Napa County has made great strides in adopting a human-centered design approach to our work, serving as a convener in the community, and leading the way in using systems change to support children prenatal to five, their families, and the providers who serve them. Below are some of our notable accomplishments:

- **Convened the Napa County Quality Counts Consortium**, bringing together over 20 county agencies that aim to support early childhood care and education providers, community resource agencies, and friends, families, and neighbors who care for young children.
- **Built the First 5 Napa Network**, a 55-member network of emerging Napa County leaders from government, education, faith communities, healthcare, business, and family sectors. We trained network members on systems thinking and human-centered design, building capacity to problem solve and co-create with young children, their families, and the providers who serve them.



- **Supported and expanded the implementation of Rainbow Kits and Rainbow Family League**, two projects that support LGBTQ and BIPOC families in feeling safe, visible, and connected in the community and support parents and caregivers in talking about race, racism, identity, and belonging with children.
- **Served as the lead for our First 5 IMPACT Regional Coordination and Training and Technical Assistance Hubs.** As the lead, we convened an eight-county region to build capacity and share resources around early childhood care and education quality improvement. This role also enabled us to expand the Rainbow Kits and other programs to our neighboring counties.
- **Launched 9 Latina and Asian American high school students on a path towards careers in early childhood care and education through the Floreecer program.** Through this program, we provided participants, most of whom were of the first generation in their families to pursue a college education, with student internships in a variety of early childhood field professions (such as pediatric physical therapist, speech language pathologist, child care center directors, and family child care homes), access to college-level coursework in child and family studies, and financial assistance for this coursework.
- Adopted a **climate change action resolution** recognizing the impact of climate change on Napa County children and families and committing to climate education and advocacy (Appendix 2).

## We asked...

**What hopes do you have for your children?**

## We heard...

For them to be good citizens. For them to be hard working and compassionate people. I want them to be happy with themselves.

Que sean buenos ciudadanos. Que sean trabajadores y compasivos. Felices con si mismos.





# Key Demographic Data

Overall, the County population has declined 2.6 percent since 2017 to a total of 136,207 people in 2021 (Table 1).

In the same time period, **the population of children under the age of five has declined by 10 percent** to 6,348 children (Table 2). The overall birth rate in Napa County in the same time frame declined by eight percent (Table 3). **Nearly half of all births in the County in 2021 were to Latine mothers (Table 4).**<sup>1</sup> Birth rate data demonstrate that Napa County's total population is declining in number, especially among young children, while the proportion of Latine births is growing.

TABLE 1: NAPA COUNTY POPULATION

Year	Total population	% change from previous year
2021	136,207	-1.3%
2020	138,019	+0.2%
2019	137,744	-0.8%
2018	138,789	-0.8%
2017	139,878	--

Source: [data.census.gov](https://data.census.gov)

TABLE 2: NAPA COUNTY CHILDREN AGES 0-4

Year	Population under age 5	% change from previous year
2021	6,348	-7%
2020	6,842	+5%
2019	6,537	-6%
2018	6,967	-1%
2017	7,035	--

Source: [data.census.gov](https://data.census.gov)

<sup>1</sup>Data sources use the term "Hispanic or Latino." First 5 Napa County is committed to LGBTQ inclusion and the inclusion of the full spectrum of gender identities in our work. Communication from our organization has moved away from using language that reinforces cisnormativity and the gender binary. Consistent with experts in the field, we use Latine to refer to individuals whose cultural background originated in Latin America. In U.S. academic circles, Latinx is being used as a gender-inclusive term to refer to people from Latin American backgrounds, but Spanish-speakers find that Latinx is unpronounceable in Spanish. With consideration to the inclusive language options being used by Spanish speakers, whether the inclusive ending has the ability to be pronounced, and whether the ending includes identities beyond the gender binary, First 5 Napa County uses of the inclusive "e" ending to communicate inclusively in Spanish (examples: todes, niñe, bienvenides).

**TABLE 3: NAPA COUNTY BIRTH RATE  
PER 1,000 WOMEN**

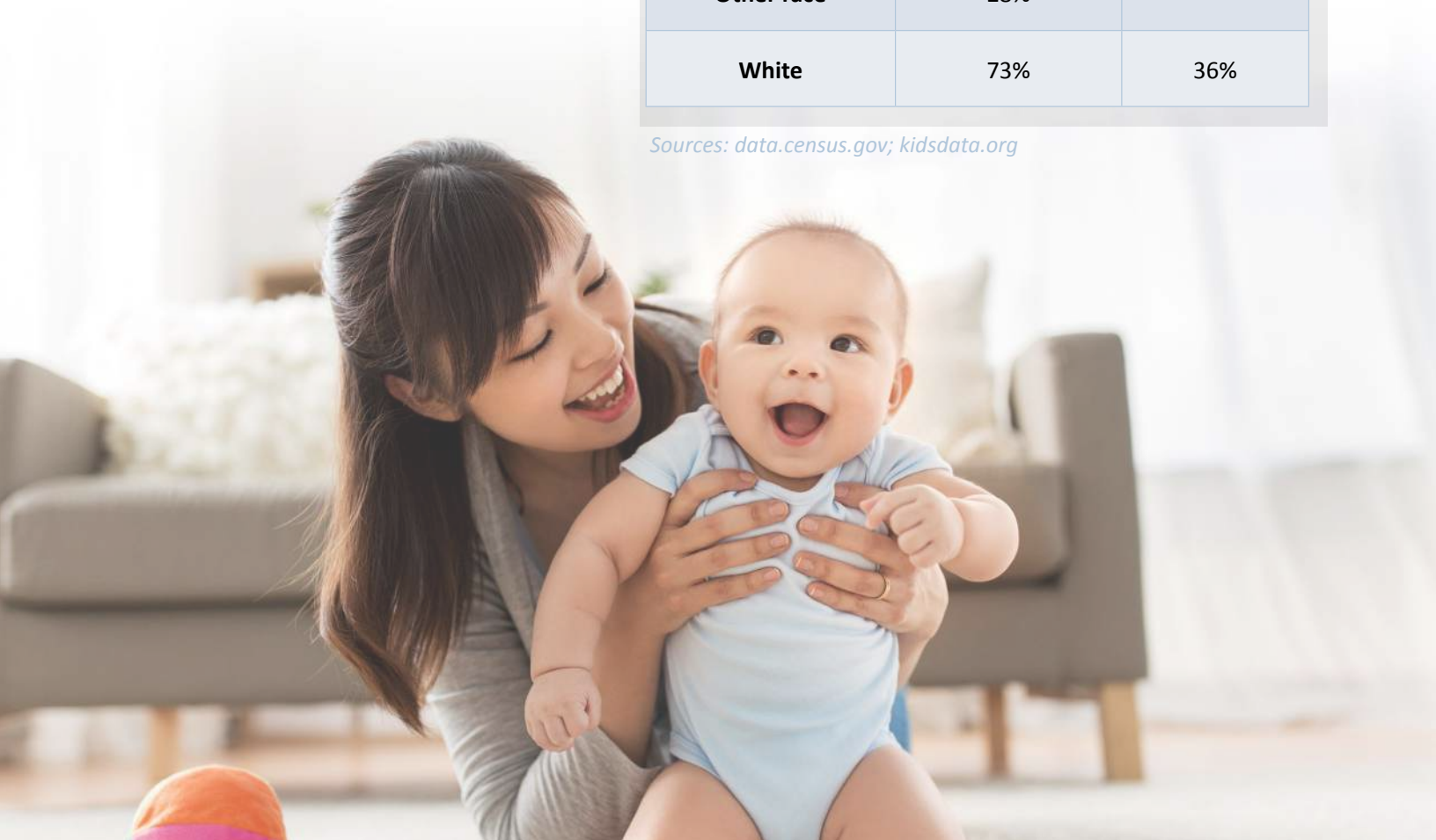
Year	Birth rate	% change from previous year
2021	46.6	-1%
2020	47.1	-5%
2019	49.8	+6%
2018	46.8	-4%
2017	50.4	--

Source: [kidsdata.org](https://kidsdata.org)

**TABLE 4: NAPA COUNTY RACE/ETHNICITY & BIRTHS**

Race/ ethnicity	% of total County population	% of mothers giving birth
American Indian/ Alaska Native	4%	--
Asian	11%	8%
Black/African American	3%	2%
Latine	36%	48%
Native Hawaiian/ Other Pacific Islander	0.5%	--
Other race	28%	--
White	73%	36%

Sources: [data.census.gov](https://data.census.gov); [kidsdata.org](https://kidsdata.org)



The total number of licensed child care spaces has increased slightly since 2017, but **infant spaces in child care centers have declined by 30 percent** in the same timeframe. The percentage of children ages 0-5 who could be served by licensed child care spaces has increased, but this is more the result of the declining number of children in the County than a substantial increase in child care supply (Table 5). The **cost of full-time care in a licensed child care center has increased by approximately 30 percent for both infants and preschoolers in the last five years**, with costs increasing by an average of 14 percent in just the last two years. These data illustrate the challenges of finding and affording child care in the County (Table 6).

**TABLE 5: LICENSED CHILD CARE SUPPLY IN NAPA COUNTY**

Type of provider	2017	2019	2021
Center - Infant (0-23 months)	247	200	174
Center - Preschool (2-5 years)	1,791	2,006	2,066
Family home (not broken down by age)	822	798	846
<b>TOTAL SPACES</b>	<b>2,860</b>	<b>3,004</b>	<b>3,086</b>
Total children ages 0-5	8,696	8,126	7,587
% of children served by spaces	33%	37%	41%

Source: California Child Care Resources & Referral Network and Kids Data

**TABLE 6: ANNUAL CHILD CARE COSTS IN NAPA COUNTY**

Annual full-time cost of care at a licensed child care center	2017	2019	2021
Infant (0-23 months)	\$14,839	\$16,659 (+12%)	\$19,140 (+14%)
Preschool (2-5 years)	\$10,016	\$11,705 (+17%)	\$13,056 (+12%)

Source: California Child Care Resources & Referral Network



# Strategic Planning Process

The strategic planning process began with a current state assessment in which the consultant team, Onside Partners and Somerville Consulting Firm, interviewed the organization's four staff members, nine Commissioners, and four of 55 members of the First 5 Napa Network. The consultant team also reviewed key documents, including the previous strategic plan and recent evaluation reports and data. Through the current state assessment, the consultants documented the strengths and opportunities for improvement, as seen through the eyes of internal stakeholders.

For the strategic planning process, staff and the Commission sought to engage those in the community who, they knew from past work and data collection, often did not have the resources they needed to thrive as families in the County:

- Latine families
- Families who are monolingual speakers of Spanish and other non-English languages
- Families living in UpValley and American Canyon
- Families of children with special needs
- Direct service providers in general and informal child care providers specifically

The consultant team, worked with five partner organizations of First 5 Napa County to design and implement an external stakeholder engagement process that would allow families in these priority populations to directly share with First 5 Napa County their needs.

The consultant team designed a process with these characteristics:

- Prioritized ease of data collection for the partner organizations: The consultant team asked partner organizations what would be the easiest way to collect the data and gave them the resources and support that they needed to do so.
- Recognized the labor of partner organizations: All organizations that could accept a stipend received one and all staff who supported the data collection received a \$25 gift card, when allowed by the partner organization.
- Implemented by trusted messengers: With the assumption that families would feel more comfortable participating if invited by someone they know, partner organizations, rather than the consultant team, were intentionally set up to collect data.
- Respectful of families' time and wisdom: Every family who provided data received a \$25 gift card, recognizing that their time and the information they provided had great value.
- Strengths-based framing: The questions invited families to share their hopes for their children; what made it easier and harder to raise a family in the County; and what they needed to thrive in the community.

## We asked...

**What has made life in Napa County harder for your family or families like yours?**

## We heard...

Napa is way too expensive to live in so we have to work more and as a result we spend less time with our families.

Napa es demasiado caro para vivir así que tenemos que trabajar mas tiempo y como resultado estamos menos tiempo en familia.

In addition to gathering input from families, the consultant team, Commission, and staff conducted interviews with community leaders who represented diverse sectors in Napa County to understand their perspectives on Napa County's assets, challenges, and future. In addition to contributing valuable perspectives to the strategic planning process, the interview process also allowed Commissioners and staff to begin and strengthen relationships with potential key partners in the County.

The consultant team analyzed the external stakeholder data and discussed it with Commissioners at a day-long Commission retreat in March 2023, where the Commissioners reflected on the data and used it as a tool to help set a direction for First 5 Napa County's next few years. Through several rounds of iteration, the consultant team worked with staff and Commissioners to refine the organization's vision and mission and to develop a theory of change, which formed the foundation of the strategic plan.



## We asked...

**If you could have three wishes for your family and this community, what would they be?**

## We heard...

For us to always be together as a family with health, that is the most important, and that the community continues to be safe so that our children can be free of any fear of experiencing insecurity (hate, discrimination).

Que siempre estemos Unidos como familia, llenos de salud lo que mas importa y que la comunidad sea Segura para que nuestros hijos sean libres sin miedo a la inseguridad (odio, discriminacion)

*Credit: Nick Otto, Napa Valley Register*

# What First 5 Napa County Learned

Through the strategic planning process, First 5 Napa County heard from more than 200 community members, including families, direct service providers, and community leaders. Collectively, they painted a picture of a beautiful, close-knit community in which to raise a family with abundant resources to support residents, excellent schools, a robust economy, and a small-town feel. At the same time, many saw a community that is hard to live in due to the high cost of living in general, with housing being the most significant challenge. Community leaders described the County as being at a crossroads. The County could follow one path toward a diverse and inclusive future by addressing the high cost of living, lack of affordable housing, limited and expensive child care options, disaster preparedness, and other issues that affect livability for families. Or it could face a future with a declining workforce, fewer young children and families, and less diversity.

Below the themes from external stakeholder engagement are summarized. More detailed data is available on the First 5 Napa County website.

## **Families overwhelmingly hope that their children get a good education.**

Two-thirds of families expressed a hope for a good education. In addition to education, families hope that their children grow up to be good people, achieve their potential, have a good quality of life and health, and gain the skills that they need to be independent.

## **Families appreciate the sense of safety, tranquility, and abundant resources in the County.**

The good schools, natural beauty, and small-town feel also make Napa County a great place to raise a family, according to the families engaged in this process. Community leaders echo these sentiments, adding that the County's cultural diversity, a strong nonprofit sector that provides quality services, and a booming economy are also assets. Further, community leaders noted that there's a willingness to come together and solve problems.

## **Economic factors, including the overall cost of living, the cost of housing, and inflation, primarily made life in Napa County harder for families.**

Besides these factors, some pointed to limited access to medical care, traffic congestion, and a general lack of housing as additional challenges. Community leaders similarly noted that the County faces challenges related to poverty, inequity, lack of affordable housing, lack of child care, and natural disasters (which are exacerbated by the climate crisis).

## **Despite these challenges, approximately 70% of families see a future for themselves in the County.**

Ten percent of families did not see a future in the County, most citing affordability as the primary reason, and nearly 20 percent had mixed feelings about their future in the County, also citing economic factors as the driver of their uncertainty.

## **Families want education for their children, good health, affordable and stable housing, and jobs.**

Notably many families, particularly those who responded to outreach in Spanish, specifically said that they wanted to own a home, which they likely see as a path to stability in the County.



# Where First 5 Napa County Is Headed

Based on the challenges and needs identified by families and other community stakeholders, First 5 Napa County established the following priorities.

## Priority populations

For the next three fiscal years, First 5 Napa County plans to prioritize the following underrepresented populations who are also experiencing inequities as direct recipients of its work and impact:

- Latine families, a historically marginalized group in the County
- Families who are monolingual speakers of Spanish and other non-English languages, who often do not have access to resources and support in their primary language
- Families living in American Canyon and UpValley communities, who are often overlooked due to a disproportionate focus in Napa County on the city of Napa
- Families of children with special needs, who often do not have access to the full set of resources and support that they and their children may need
- Early childhood care and education providers, with particular focus on informal child care providers (unlicensed providers who are family members, friends, or neighbors), who are typically more susceptible to burnout, housing insecurity, and financial insecurity than those who work in higher-paid sectors.



*Credit:  
Nick Otto  
Napa Valley Register*

## Needs of priority populations

Based on the data collected through the strategic planning process, as well as Commissioners' and Staff insights, the following needs were identified:

- **Greater consideration by public and private sector decision-makers of families with limited resources who have children prenatal to age five**

Families and caregivers said that the cost of housing and overall cost of living made it hard for them to live in Napa County. They shared that due to the high cost of living, Napa County does not feel like a welcoming place to live and work for families with limited resources. Many feel that decision-makers prioritize tourist dollars to the exclusion of the workers with limited resources who are instrumental in generating tourist dollars. There is also a sense that decision-makers don't recognize the importance and value of early childhood care and education providers in supporting the workforce of the County. As the birth rate declines in Napa County and families relocate to more affordable communities, there is a greater need for decision-makers to recognize the value of having families living and working in Napa County.

- **Full access to responsive care and education for children 0-5 whose families and caregivers have limited resources**

Overwhelmingly, families want their children to have a good education. Full access means that families have care and education that they can afford, in the location and for the hours that they need. Responsive means that the care and education addresses the individual needs of the families with limited resources and their children, including children with special education needs, preferred language, and other aspects of how families identify.

- **Greater capacity of nonprofit and government organizations serving families and children prenatal to age five to address their complex needs**

The Commission and staff see a need for more organizations in the County to take family-centered, systems-based approaches to addressing the needs of families and children prenatal to age five. Organizations and their decision-makers need to recognize how the success of Napa County interconnects with addressing family needs, like affordable housing and affordable, high-quality early childhood care and education.

### Long-term organizational goals

In response to the above needs, First 5 Napa County identified the following long-term goals for the organization to work towards:

- Families have access to high-quality, inclusive, responsive early care and education
- Families and providers are valued and included in Napa County
- Organizations that serve families and children prenatal to age five take an inclusive, systems-based approach to their work

### 2023 – 2026 strategic priorities

In order to work towards these goals in the next three years, First 5 Napa County's strategic priorities will be to:

- Ensure that the needs of young children, their families, and the providers who serve them are recognized and addressed by decision-makers throughout the County
- Support First 5 Napa County's network of partners and allies in advocating for and meeting the needs of young children, their families, and the providers who serve them
- Build the capacity of individuals and organizations to center and meet the needs of young children, their families, and the providers who serve them
- Develop an organizational structure that can carry out the strategic plan
- Create paths to more sustainable funding sources for the organization

### We asked...

**Do you see a future for your family in Napa County?**

### We heard...

Yes, I agree. Mostly because of the safety and because it is a place surrounded by mountains and is peaceful.

Si, estoy de acuerdo. Mas que nada por la seguridad y es un lugar lleno de montanas y es tranquilo.

# How First 5 Napa County Will Get There

Based on the strengths and assets of First 5 Napa County and the needs and challenges identified by families and community leaders, the consultant team worked with the Commission and staff to develop a theory of change. A theory of change is a simple diagram that shows how the core approaches of an organization lead to intended outcomes and ultimately to the organization's vision. Appendix 3 is a glossary that defines how First 5 Napa County uses key terms.



## We asked...

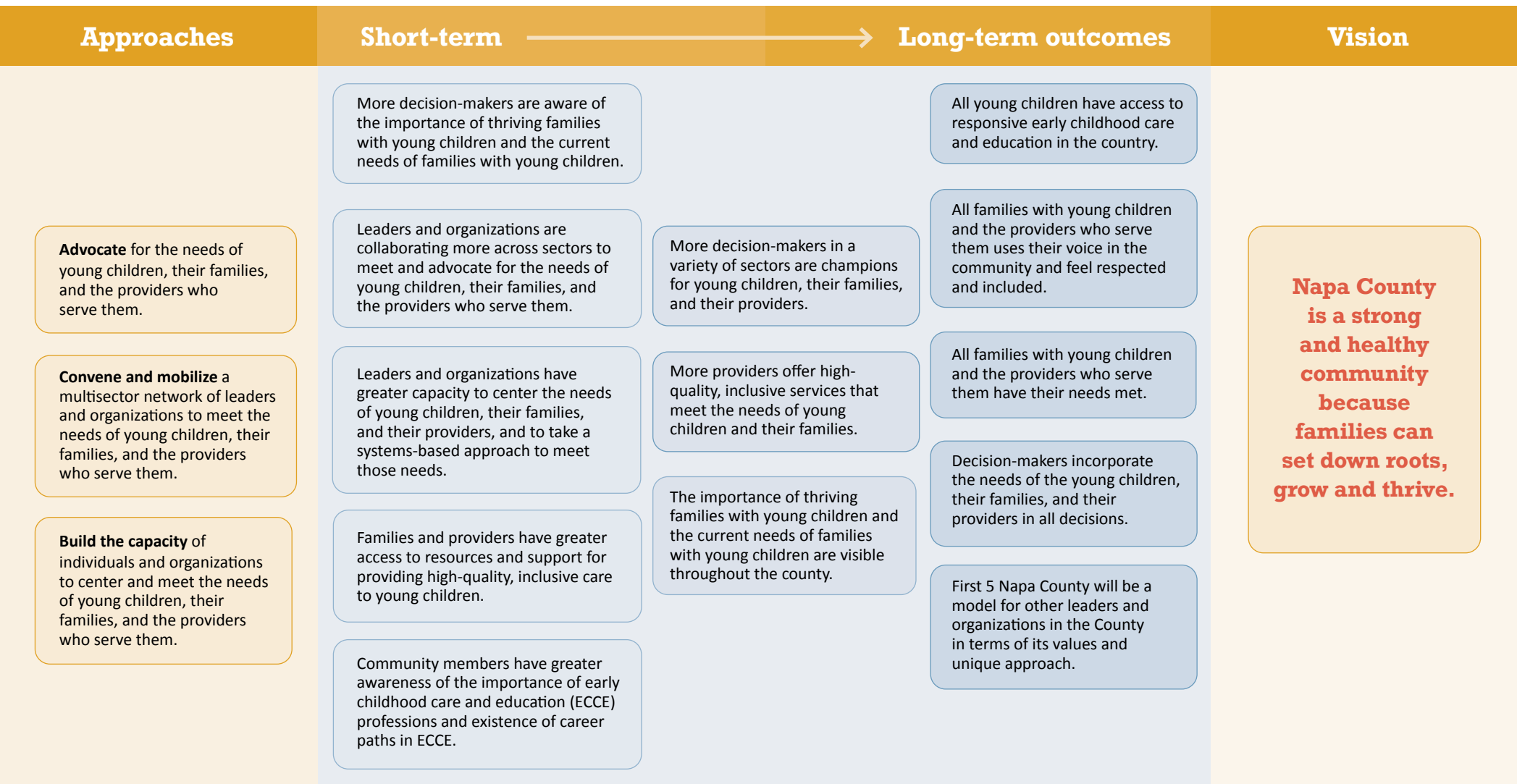
**What do you like about raising a family in Napa County?**

## We heard...

I've liked to live here because it's a beautiful and peaceful county with lots of jobs due to the fact that we have vineyards.

Me a gustado vivir aquí por que es un condado muy bonito y tranquilo y con muchos trabajos por ele beneficio de lost viñedos

# First 5 Napa County Theory of Change





# Sample Metrics

A formal evaluation plan is an important guide to tracking impact. As an initial step towards having a full evaluation plan, below are sample metrics for tracking outputs of First 5 Napa County's three approaches and short-term outcomes during the three-year term of the strategic plan.<sup>2</sup> These metrics will be refined to align with planned activities. Metrics for medium- and long-term outcomes can be developed in a focused evaluation planning process.

APPROACHES	SAMPLE OUTPUT METRICS
Advocate for the needs of young children, their families, and the providers who serve them.	<ul style="list-style-type: none"><li>• # and types of meetings attended in which First 5 Napa County staff or Commissioners advocated</li><li>• #, types and intended audience of advocacy communications created by First 5 Napa County</li><li>• Issues on which First 5 Napa County advocated (e.g. child care, housing and climate change)</li></ul>
Convene and mobilize a multisector network of leaders and organizations to meet the needs of young children, their families, and the providers who serve them.	<ul style="list-style-type: none"><li>• # of network members</li><li>• # and types of sectors represented</li><li>• # and types of actions taken by network members</li><li>• # of new partnerships</li></ul>
Build the capacity of individuals and organizations to center and meet the needs of young children, their families, and the providers who serve them.	<ul style="list-style-type: none"><li>• # of individuals and organizations trained</li><li>• Topics of capacity building events</li><li>• Programs that First 5 Napa County funds partners to implement</li></ul>

<sup>2</sup> Sample metrics drawn from Harvard Family Research Project. (2009). [A User's Guide to Advocacy Evaluation Planning](#).

SHORT-TERM OUTCOMES	SAMPLE OUTCOME METRICS
More decision-makers are aware of the importance of thriving families with young children and the current needs of families with young children.	<ul style="list-style-type: none"> <li>• # of decision-makers engaged through one-on-one meetings and educational events hosted by First 5 Napa County</li> <li>• # of decision-makers reporting awareness</li> </ul>
Leaders and organizations are collaborating more across sectors to meet and advocate for the needs of young children, their families, and the providers who serve them.	<ul style="list-style-type: none"> <li>• # of sectors of collaborators of First 5 Napa County</li> <li>• Collaborative actions and associated results related to the needs of young children, families, and providers in partnership with First 5 Napa County and independent of First 5 Napa County</li> </ul>
Leaders and organizations have greater capacity to center the needs of young children, their families, and their providers, and to take a systems-based approach to meet those needs.	<ul style="list-style-type: none"> <li>• Knowledge of how to center the needs of young children, families, and providers and how to take a systems-based approach</li> <li>• Actions taken to center the needs of young children, families, and providers and use a systems-based approach</li> </ul>
Community members have greater awareness of the importance of early childhood care and education (ECCE) professions and existence of career paths in ECCE.	<ul style="list-style-type: none"> <li>• % of high school seniors in Napa County who are aware of ECCE career paths</li> <li>• Increased enrollment in Napa Valley College Child and Family Studies and Education program</li> </ul>
Families and providers have greater access to resources and support for providing high-quality, inclusive care to young children.	<ul style="list-style-type: none"> <li>• # of providers participating in Quality Counts for the first time</li> <li>• Knowledge about providing high-quality and inclusive care among family and providers</li> <li>• Confidence about providing high-quality and inclusive care among family and providers</li> </ul>

## Appendix 1: First 5 Napa County Manifesto

<p><b>SYSTEMS LEVEL PREVENTION</b></p> <p>When children and families flourish, so do entire communities. We work with all systems (government, business, education, healthcare, etc.) to build supportive home and community environments for children living in Napa County.</p>	<p><b>EMPATHY</b></p> <p>Empathy is essential if we are to realize our interdependence and step into a different future together. We work to create spaces in Napa that prioritize human connection, truth telling, and learning from each other</p>
<p><b>JUSTICE FOR ALL</b></p> <p>All families and children deserve equal economic, political and educational opportunities. We work to create just systems of care and rebuild better systems so that Black, Indigenous, Latine and LGBTQ children and families can thrive.</p>	<p><b>CREATIVITY</b></p> <p>Solving intractable community challenges demands and deserves bold ingenuity. We work to be innovative and unconventional while we lean into what is possible for our community.</p>
<p><b>EQUITY BY DESIGN</b></p> <p>Those most impacted by the inequities of systems must be on the frontline of redesigning them. We work to engage and amplify the voices of Black, Latine, BIPOC, and LGBTQ community members in an effort to make early childhood systems equitable for all Napa County families.</p>	<p><b>STRONG RELATIONSHIPS + COLLABORATION</b></p> <p>Strong relationships build trust and open the door to meaningful change. We are committed to building and growing strong relationships in Napa County across sectors, races, genders, life experience, sexual orientations, ages, and faiths.</p>
<p><b>EDUCATION</b></p> <p>Children who start kindergarten ready to learn thrive later in life. A successful start for ALL children requires access to quality early childhood education and strong family supports (beginning prenatally) – particularly for Black, Latine, and LGBTQ families.</p>	<p><b>EMPOWERED FAMILIES</b></p> <p>Parents/guardians and other caregivers are our children’s first teachers and advocates. We work to educate and empower families to support their children’s physical, social, and emotional development; to have conversations about inclusion and diversity; and to seek opportunities</p>

## Appendix 2: First 5 Napa County Climate Resolution

### RESOLUTION OF THE NAPA COUNTY FIRST 5 CHILDREN AND FAMILIES COMMISSION AUTHORIZING THE CALL TO CLIMATE CHANGE ACTION ON BEHALF OF ALL NAPA COUNTY'S CHILDREN

**WHEREAS**, children are our precious future and what happens to our children today will impact us all tomorrow; and

**WHEREAS**, the success of Napa County is measured by the well-being of its children, whose biological and cognitive development occurs within the context of nurturing and stable families, schools, neighborhoods and communities; and

**WHEREAS**, climate change poses threats to human health, safety and security and children are uniquely vulnerable to these threats; and

**WHEREAS**, the effects of climate change on children's wellbeing are direct and vast, including mental health impacts, worsening pregnancy outcomes, food insecurity, hotter and longer heat waves leading to less outdoor play and heat-related illness, an increase in extreme weather events disrupting lives and uprooting families, and health effects brought about by poorer air quality and the spread of infectious diseases; and

**WHEREAS**, the social foundations of children's mental and physical health are threatened by the far-reaching consequences of unchecked climate change including depletion of basic resources such as food and clean water, ecological loss, population displacement and mass migration, climate refugees, failing communities, resulting tensions, and increased risk of conflict; and

**WHEREAS**, climate change is a social justice and equity issue impacting all people but particularly young people and future generations, and it disproportionately affects people of color and those in poverty, thereby exacerbating existing inequities and limiting equality of opportunity which is a foundational aspiration of our community and America; and

**WHEREAS**, we are in a climate and ecological emergency of existential proportions, and we must act urgently; and

**WHEREAS**, rising global temperatures due to human activity are causing major physical, chemical, and ecological changes in the planet; and

**WHEREAS**, megafires, drought, extreme weather events, disrupted harvests, and mass extinction of animal and plant species are already part of our lives; and

**WHEREAS**, the most recent Intergovernmental Panel on Climate Change released in August 2021 again asserts that "limiting global warming to 1.5 degrees Celsius would require rapid, far-reaching and unprecedented changes in all aspects of society" and projected that the Earth could reach and exceed this temperature threshold as early as 2030, far earlier than previously anticipated; and

**WHEREAS**, without a massive effort to reverse the rising global temperatures, life as we know it will continue to collapse, threatening humanity and the natural world; and



**WHEREAS**, given this knowledge, failure to take prompt, substantive action would be an act of injustice to all children with profound negative impact throughout their lives, as well as the lives of future generations; and

**WHEREAS**, to preserve the health and longevity of Earth for generations to come, it is the responsibility of the Napa County community to take collective action to help stabilize global temperatures and prevent disproportionate impacts by holding those in positions of power accountable for responding to the climate crisis; and

**WHEREAS**, the urgency and magnitude of the challenge of addressing climate change calls for courageous leadership in all sectors of society by acknowledging that a climate emergency threatens the children and people of Napa County and responding with the necessary emergency measures

**LET IT THEREFORE BE RESOLVED**, that the Napa County First 5 Children and Families Commission supports and promotes local, state and federal policies and practices that mitigate the impacts of climate change, and protect the health, safety and well-being of Napa county's current and future residents and workforce.

**BE IT FURTHER RESOLVED**, that the Napa County First 5 Children and Families Commission will adopt climate education and advocacy as part of its next 3-year strategic plan, which will include an annual workplan defining goals, objectives and implementation strategies.

**PASSED AND ADOPTED** by the Napa County First 5 Children and Families Commission, this 27<sup>th</sup> day of June, 2022.

## Appendix 3: Theory of Change Glossary

<b>Decision-makers:</b>	Individuals within organizations who make decisions that affect young children and families. This might be, for example, a business owner, a public agency manager, or an elected official.
<b>Families:</b>	Anyone who is close to and cares for a young child, whether they are a biological or adoptive parent, step-parent, grandparent, or close family friend. Our definition also encompasses the concept of the caregiver.
<b>Leaders:</b>	Someone who guides or directs an organization or group of people. A leader may also be an individual in a perceived leadership role, but who does not have formal authority, such as a respected person within a community.
<b>Organizations:</b>	This is any formal or incorporated institution in any sector, such as a public agency, for-profit business, or non-profit organization.
<b>Provider:</b>	People and organizations who provide services to young children and families, including informal and formal ECCE providers, healthcare providers, and other social service providers.
<b>Thrive:</b>	This means that an individual or family has everything that they need to achieve their greatest potential. We will use the protective factors framework (Appendix 4) to further define what's needed to thrive.
<b>Young children:</b>	Children from the prenatal stage to age five.

## Appendix 4: How We'll Know We're Achieving Our Community Goals

HOW WE'LL KNOW WE ARE ACHIEVING OUR COMMUNITY GOALS	
Capabilities	<p><b>Every baby has an optimal start</b> Example indicators:</p> <ul style="list-style-type: none"> <li>• Prenatal care, first trimester initiation</li> <li>• No family violence during pregnancy</li> <li>• Gestational age at birth and/or birth weight</li> <li>• Rate of drug affected babies</li> </ul>
	<p><b>People are as healthy as possible</b> Example indicators:</p> <ul style="list-style-type: none"> <li>• Mental health status (index)</li> <li>• Physical health status</li> <li>• # days/month can do usual activities</li> <li>• Oral health: untreated decay or needing urgent/emergent care</li> </ul>
	<p><b>People have good self-regulation</b> Example indicators:</p> <ul style="list-style-type: none"> <li>• Kindergarten assessment of self-regulation</li> <li>• Discipline for behavioral problems at school</li> <li>• DUI rate (under influence of intoxicants)</li> <li>• Rate of getting enough sleep</li> </ul>
	<p><b>People are engaged in learning and skill building</b> Example indicators:</p> <ul style="list-style-type: none"> <li>• K-assessment numbers, operations, letter names &amp; sounds</li> <li>• Reading @ 3rd grade</li> <li>• Cohort high school graduation rate</li> <li>• Percent reporting not able to work</li> </ul>
Belonging	<p><b>People are protected from negative effects of adversity</b> Example indicators:</p> <ul style="list-style-type: none"> <li>• Proxy ACE Score 0-2 years</li> <li>• Proxy ACE Score adolescents</li> <li>• Suicide ideation</li> <li>• Crisis services use among people with <math>\geq</math> ACE-attributable problems</li> </ul>

## Appendix 4: How We'll Know We're Achieving Our Community Goals

HOW WE'LL KNOW WE ARE ACHIEVING OUR COMMUNITY GOALS	
<b>Belonging</b>	<p><b>People feel safe, and are safe</b></p> <p>Example indicators:</p> <ul style="list-style-type: none"> <li>• Did not go to school because feeling unsafe</li> <li>• Accident/injury hospitalizations of women and children</li> <li>• Court protection actions; protection orders, out of home placements</li> <li>• Workplace injury or illness</li> </ul>
	<p><b>People feel welcomed and respected in community</b></p> <p>Example indicators:</p> <ul style="list-style-type: none"> <li>• Pre-school suspensions and expulsions</li> <li>• Teachers treat students with respect</li> <li>• Disproportionate interdiction (e.g., justice, child welfare) services</li> <li>• Feel that life has purpose</li> </ul>
<b>Community, Culture, Spirituality</b>	<p><b>People have equitable, sufficient, and predictable resources</b></p> <p>Example indicators:</p> <ul style="list-style-type: none"> <li>• Food insecurity</li> <li>• Childhood poverty</li> <li>• Underemployment</li> <li>• ALICE (Asset Limited, Income Constrained, Employed)</li> </ul>
	<p><b>People take care of community &amp; natural resources</b></p> <p>Example indicators:</p> <ul style="list-style-type: none"> <li>• Participation in faith, arts, clubs, or sports</li> <li>• Voting rates</li> <li>• Water quality</li> <li>• Recycling participation</li> </ul>
	<p><b>All communities are places of wellbeing &amp; vitality</b></p> <p>Example indicators:</p> <ul style="list-style-type: none"> <li>• Median home value</li> <li>• Household income distribution</li> <li>• Ratio of business start-ups to business closures</li> <li>• Growth in appraised value of commercial/industrial properties</li> </ul>

*Proposed by Laura Porter (ACE Interface, LLC)*





Thank you to First 5 Napa County's staff,  
Commission, partners, and the community for  
contributing your vision and voices to this plan.

PREPARED IN PARTNERSHIP WITH:



Special thanks to Dalila Hernández-Ramírez of Español in the Valley for language translation and Lisa Hoffman of LeCause Design for graphic design services.



**Programs Coordinator Salary & Compensation**

**EMPLOYEE:** Ivett Avina

**EMPLOYEE NUMBER:** 20502

**SALARY as of July 2025:** \$80,340/year (reflective of 3% COLA going into effect FY 2025-26)

**HIRE DATE:** 7/10/2023

**BENEFITS:**

<b>Vacation Accrual Rate</b>	<b>3.69 hrs per pay period</b>
<b>Sick Annual Rate</b>	<b>3.69 hours per pay period</b>
<b>Personal Leave Hours Per Year</b>	<b>19 hours</b>
<b>Holidays Per Year</b>	<b>13 days</b>
<b>Health-in-lieu*</b>	<b>\$7,988/year</b>
<b>Cell Phone Allowance</b>	<b>\$100/month</b>
<b>Car Allowance</b>	<b>\$150/month</b>
<b>Bilingual Pay Stipend*</b>	<b>\$960/year</b>

**\*=paid in over 24 periods**



**Development & Communications Manager Salary & Compensation:**

**EMPLOYEE:** Jesse Ramer

**EMPLOYEE NUMBER:** 21189

**SALARY as of July 2025:** \$84,489/year (reflective of 3% COLA going into effect FY 2025-26)

**HIRE DATE:** 12/9/2024

**BENEFITS:**

<b>Vacation Accrual Rate</b>	<b>3.69 hrs per pay period</b>
<b>Sick Annual Rate</b>	<b>3.69 hours per pay period</b>
<b>Personal Leave Hours Per Year</b>	<b>19 hours</b>
<b>Holidays Per Year</b>	<b>13 days</b>
<b>Health-in-lieu*</b>	<b>\$9,079/year</b>
<b>Cell Phone Allowance</b>	<b>\$100/month</b>
<b>Car Allowance</b>	<b>\$150/month</b>
<b>Bilingual Pay Stipend*</b>	<b>\$960/year</b>

**\*=paid in over 24 periods**



**Executive Director Salary & Compensation:**

**EMPLOYEE:** Ashley Walker

**EMPLOYEE NUMBER:** 20938

**SALARY as of July 2025:** \$159,650/year (reflective of 3% COLA going into effect FY 2025-26)

**HIRE DATE:** 6/24/2024

**BENEFITS:**

<b>Vacation Accrual Rate</b>	<b>3.69 hrs per pay period</b>
<b>Sick Annual Rate</b>	<b>3.69 hours per pay period</b>
<b>Personal Leave Hours Per Year</b>	<b>19 hours</b>
<b>Management Leave Per Year</b>	<b>40 hours</b>
<b>Holidays Per Year</b>	<b>13 days</b>
<b>Health-in-lieu*</b>	<b>\$8504/year</b>
<b>Cell Phone Allowance</b>	<b>\$100/month</b>
<b>Car Allowance</b>	<b>\$300/month</b>

**\*=paid in over 24 periods**



First 5 Napa County																			
DRAFT Budget for FY 2025-26																			
Actuals Area not updated. County will complete late spring. Internal tracker provided to inform discussion						(See detail in tab)													
				2022-23 Audited Actuals	2023-24 Audited Actuals	2024-25 Projected Actuals	2024-25 Final Budget	2025-26 Draft Budget	FY 24-25 Notes	FY 2025-26 Notes	2026-27 Projected Budget	2026-27 Projected Budget	2027-28 Projected Budget						
Revenues																			
	45100	Interest Income		8,052	16,047	21,000	5,000	15,000	County estimate		\$10,000	\$5,000	\$5,000						
	43605	State: Prop 10 - Children & Families First		572,456	489,850	450,000	664,797	450,000	Projections from state, reduction of \$42k	decrease ~\$60k from original FY26	450,000	450,000	450,000						
	43790	State: Prop 56		196,382	192,688	190,000		190,000		projections	190,000	190,000	190,000						
	43790	State: Impact Grant		89,178	86,295	-	1,893,369	1,507,448	Includes regional county allocations, Local \$141,599.00 allocation, \$27,000 allocation for Fiscal Lead Agency (FLA) role [Last year]		Includes regional county allocations reduced to the projected 90% Impact funding final amounts= Local 90% = 127,439. FLA allocation= 24,300. Total for all of Region 1= 1,507,448								
	43790	State: Impact Legacy			1,249,732	1,893,369													
	43790	State: QCC/QRIS Block Grant		41,534	43,153	-													
	43790	State: HV Coordination				56,926	56,926			\$134139 Total 2 year allocation. Local HV (RSG) and Regional Work [Last year]									
	43790	State	Hub reimbursement	110,891		-													
	43790	State:	PDG-R	7,589		-													
	43790	State: Other (CECET, SMIF)				13,000													
	46800	Charges for Services			60,921	1,896													
	47150	Other Grants		13,389	16,118	5,000	5,000		\$15000 Total 3 year allocation (FY22-23, 23-24, 24-25) from NCOE for Florecer										
	47500	Donations and Contributions		13,609		5,200			Potential for additional revenue, see project strings pages										
	47900	Miscellaneous			75	97					-	-	-						
Total Revenues				1,053,080	2,154,879	2,636,488	2,625,092	2,162,448			\$650,000	\$645,000	\$645,000						
Expenditures																			
	51100	Salaries and Employee Benefits		380,441	379,994	436,126	437,333	452,000		Includes budget for 3.5 staff. Salary projections include 3% annual COLA increase and estimate health in lieu of \$8,500 per employee	\$468,000	\$482,000	\$497,000						
									Includes budget for 4 staff										
	52125	Accounting and Auditing Services		24,169	24,035	27,000	30,000	32,000		about 10k for yearly audit, (q1=6,689, q2=3,300 for county accounting services)	30,000	30,000	30,000						
	52140	Legal Services		3,525	3,150	2,000	4,000	4,000	Approx 14 hours with legal counsel	Approx 14 hours with legal counsel	4,000	4,000	4,000						
	52305	Training Services		119		1,000	10,850	2,000	F5NN Training (Room rentals, food)	F5 network gatherings (if needed), Staff professional development	-	-	-						
	52310	Consulting Services		268,144	114,131	180,000	255,458	62,500	Program; MSH; Hele/Kumu; LWatson; NVC cohorts, Design work coaching [IMPACT Projects], Grant Writer, Storywalk, Network Annual Meeting, WithIn facilitator training/cohort 4 development, Latine Leads design sprint	grant writer (7k), Dr. Lori (25k), storywalk (7k), MSH (10k), potential contract work for rainbow kit videos, potential contract work for new strat plan, other services as required	60,000	60,000	60,000						
	52320	Translation/Interpreting Services		954	2,350	3,000	3,000	5,000		written materials, translation for RFL	5,000	5,000	5,000						
	52345	Janitorial Services		3,900	510	2,100	1,500	1,000	Quarterly deep clean only	monthly cleanings through September, deep clean for move out in October	0	0	0						
	52490	Other Professional Services		150,587	23,314	12,000	28,500	15,000	IT; Camaleo (website); Handyperson; extra help,	IT; Camaleo (website); Handyperson; extra help, moving services	15,000	15,000	15,000						
	52600	Rents/Leases - Equipment		3,654	(14)	5,307	6,000	6,000	Kyocera and Wells Fargo	60 month lease, signed Nov of 2022. \$258 per month, plus taxes, plus budget for copy overages	6,000	6,000	6,000						
	52605	Rents/Leases - Building & Improvements		55,349	62,079	58,394	58,800	34,208	1303 Jefferson [Lease ends in 2025] plus storage unit	\$4,802 X 4 months- lease ends in October= \$19,208// \$1,200 X 10 months for Spaces, September- June= 12k// ~3k for increase storage unit space	16,000	17,000	18,000						
	52705	Insurance - Premiums		12,699	14,367	15,600	16,800	18,000	accounted for 5-6% rate increase		18,500	19,000	20,000						
	52800	Communications/Telephone		4,256	3,958	4,322	4,500	2,000	Comcast internet and Ring Central	comcast no longer needed after October, will be canceling ring central	0	0	0						
	52810	Advertising/Marketing		1,630	525	2,000	2,000	8,500		printed flyers PR campaign, new brochures on First 5 programs, Ad space to promote programs, branded labeling supplies, etc	8,500	8,500	8,500						
	52830	Publications/Legal Notices				140	250	250		Fair Pay Survey, etc.	250	250	250						



**First 5 Napa County  
Projected Actuals 2024-25**

		As of 3/14/25	2024-25	2024-25	2024-25	
			Final Budget	Actual YTD (rounded)	Projected Year End Actuals	
<b>Revenues</b>						
45100	Interest Income		5,000	15,310	21,000	Add estimated Q3 & Q4 (low due to current economic uncertainty)
43605	State - Prop 10		664,797.00	297,778.00	450,000	Add estimate Feb-June (low as revenue has declined annually)
43790	State: Prop 56		-	-	190,000	Not posted yet; based on 2 prior years
43790	State: Impact Grant		-	-		
43790	State: Impact Legacy (incl 350,000 BA)		1,893,369.00	557,463.00	1,893,369	Actuals includes Q1 and Q2 claims, projected at budget.
43790	State: QCC/QRIS Block Grant		-	-		Zero budgeted
43790	State: HV Coordination Grant		56,926.00	-	56,926	Projected at budget.
43790	State: PDGR Grant		-	-		Did not receive last year; discontinued?
43790	State: Other (CECET, SMIF)		-	5,716	13,000	PY was \$16,786
46800	Charges for Services		-	1,896	1,896	HV Tech Assist to F5 Sonoma County (PY \$39,465)
47150	Other Grants		5,000	-	5,000	Expected NCOE for Florecer
47500	Donations and Contributions		-	5,200	5,200	
47900	Miscellaneous		-	97	97	PY SCIF dividend
<b>Total Revenues</b>			<b>2,625,092</b>	<b>883,460</b>	<b>2,636,488</b>	
<b>Expenditures</b>						
51100	Salaries and Wages		437,333	227,561	363,905	8.6 pay cycles remain; used 2/28 payroll for amounts
51105	Extended Hours		-	-		(3/28, 4/11, 4/25, 5/9, 5/23, 6/6, 6/20, 7/4-pp through 6/20, 7/18-pp through 7/4-6 days are FY2025)
51110	Extra Help		-	-		
51130	Vacation Payout		-	262	262	
51200	401A Employer Contribution		-	1,670	4,542	
51205	Cell Phone Allowance		-	2,600	4,320	
51300	Medicare		-	3,596	5,737	
51305	FICA		-	15,375	24,525	
51400	Employee Insurance-Premiums		-	19,275	31,040	
51405	Workers Compensation		-	219	894	Actual is 1 quarter; projection is 3 add'l quarters
51410	Unemployment Compensation		-	685	900	PY was \$806; some salaries higher this year - so increased a bit.
<b>Total for: Salaries and Benefits</b>			<b>437,333</b>	<b>271,243</b>	<b>436,126</b>	
52125	Accounting/Auditing Services		30,000	18,994	27,000	Have Q1, Q2, and audit
52140	Legal Services		4,000	-	2,000	Seems reasonable
52305	Training Services		10,850	-	1,000	Very little historically here
52310	Consulting Services		255,458	66,220	180,000	Includes \$78,000 unspent encumbered plus cushion
52320	Translation/Interpreting Services		3,000	1,427	3,000	Likely to spend to budget
52345	Janitorial Services		1,500	1,260	2,100	Add Mar-Jun at \$210/mo
52490	Other Professional Services		28,500	6,578	12,000	Mostly IT related
52600	Rents and Leases - Equipment		6,000	3,207	5,307	Add 4 months plus 2 qtrs overages
52605	Rents and Leases - Bldg/Land		58,800	44,384	58,394	Add Apr-Jun at \$4,670/mo
52705	Insurance - Premiums		16,800	15,600	15,600	Paid annually
52800	Communications/Telephone		4,500	3,572	4,322	Add Apr-Jun at \$250/mo
52810	Advertising/Marketing		2,000	1,524	2,000	Likely to spend to budget
52830	Publications & Legal Notices		250	140	140	Fairpay report
52900	Training/Conference Expenses		5,000	7,103	7,103	Summit expenses
52905	Business Travel/Mileage		3,500	188	200	Seems reasonable
53100	Office Supplies		2,500	1,612	2,500	Likely to spend to budget

**First 5 Napa County**  
**Projected Actuals 2024-25**

		As of 3/14/25	2024-25	2024-25	2024-25	
			Final Budget	Actual YTD (rounded)	Projected Year End Actuals	
53105	Office Supplies-Furn & Fixture		3,000	440	650	Seems reasonable
53110	Freight/Postage		100	-	20	Seems reasonable
53115	Books/Media/Periodicals/Subscr		60	-	-	
53120	Memberships/Certifications		8,500	6,125	6,125	Annual membership, not expecting any others
53410	Computer Equipment/Accessories		2,500	1,752	1,800	Not expecting any significant purchases
53415	Computer Software/Licensing Fees		6,600	2,834	3,500	Most annual subscriptions already paid
53600	Special Dept Expense		12,750	9,326	12,750	Expect to spend to budget
53635	Service Awards		-	-	-	
53650	Business Related Meal/Supplies		4,000	418	800	Seems reasonable
<b>Total for: Services and Supplies</b>			<b>470,168</b>	<b>192,704</b>	<b>348,311</b>	
54805	Community Grants:					
	-Prop10		12,000	-	12,000	Expect to spend to budget
	-Impact/QCC		138,711	-	138,711	2 CRC contracts - \$101,500 and \$37,211
	-Impact Legacy (incl \$350,000 BA)		1,586,059	232,278	1,586,059	Expect to spend to budget
	-HV Expenditures		75,000	37,500	75,000	Contract with Cope for Ready, Set, Grow!
54810	Sponsorship Grants		-	-	-	
<b>Total for: Other Expenses</b>			<b>1,811,770</b>	<b>269,778</b>	<b>1,811,770</b>	
<b>Total Expenditures</b>			<b>2,719,271</b>	<b>733,725</b>	<b>2,596,207</b>	
FY24 deferred revenues received in FY25			-	585,421	585,421	FY2024 Q4 Impact Hub & CECET
FY25 deferred revenues expected in FY26					(630,582)	FY2025 Q4 Impact Legacy
<b>Net Surplus (Deficit)</b>			<b>(94,179)</b>	<b>735,156</b>	<b>(4,880)</b>	
<b>33100 - Available Fund Balance plus imprest cash</b>				<b>298,143</b>	<b>298,143</b>	
<b>Net Surplus (Deficit)</b>				<b>735,156</b>	<b>(4,880)</b>	
<b>33100 - Ending Fund Balance</b>				<b>1,033,299</b>	<b>293,263</b>	





## NAPA COUNTY CHILDREN AND FAMILIES COMMISSION AGREEMENT #607-25

### Consultant Services Agreement

This Agreement is made and entered into this May 19, 2025 by and between the First 5 Napa County Children and Families Commission, a political subdivision of the State of California (hereinafter referred to as "COMMISSION"), and Dr. Lori A Watson, an individual, whose mailing address is 3653 Rocky Shore Drive, Vallejo, CA 94591 (hereinafter referred to as "CONSULTANT").

#### Recitals

**WHEREAS**, the Belonging through Books Project is a project of First 5 Napa County to provide families with safe opportunities to practice talking about race and inclusion and actively standing up to racism and for inclusion, and

**WHEREAS**, Commission needs assistance with specialized consulting services including collaboration and facilitation for Belonging through Books League project, and

**WHEREAS**, CONSULTANT is willing and is qualified to provide such specialized services to the COMMISSION under terms and conditions set forth herein; Dr. Watson brings more than twenty years of experience in the education field, has worked as an Equity Transformation Specialist, and has coached and facilitated nationwide, helping individuals and organizations uncover personal and institutional biases; Dr. Watson founded Race-Work, LLC as Chief Executive Officer, and she continues to partner with school districts, universities, nonprofits, private companies, and corporations across the nation.

#### Terms

NOW, THEREFORE, said COMMISSION and said CONSULTANT for the considerations hereinafter set forth, mutually agree as follows:

1. **SCOPE OF WORK.** CONSULTANT shall provide the services outlined in Exhibit A attached to this Agreement;
2. **COMPENSATION.** COMMISSION shall pay CONSULTANT as compensation in full, not to exceed \$23,500 for consulting services included in Scope of Work (\$350/hour). CONSULTANT shall submit itemized statements for work satisfactorily performed. COMMISSION shall make any payment due within thirty (30) days after submittal of the invoice by CONSULTANT.
3. **TERM.** The term of this Agreement shall begin July, 1 2025 and end June 30, 2026 or the completion of the work contemplated by this Agreement, whichever is earlier, unless terminated earlier as provided herein.



4. **NOTICES.** All notices required or authorized by this Agreement shall be in writing and shall be delivered in person or by deposit in the United States mail, by certified mail, postage prepaid, return receipt requested. Any mailed notice, demand, request, consent, approval or communication that either party desires to give the other party shall be addressed to the other party at the address set forth below. Either party may change its address by notifying the other party of the change of address. Any notice sent by mail in the manner prescribed by this paragraph shall be deemed to have been received on the date noted on the return receipt or five days following the date of deposit, whichever is earlier.

COMMISSION:  
Ashley Walker, Executive Director  
First 5 Napa County  
1303 Jefferson Street #100A  
Napa, CA 94559

CONSULTANT:  
Dr. Lori A Watson  
1423 Broadway  
Oakland, CA 94612

5. **AMENDMENT OF SCOPE OF WORK.** COMMISSION shall have the right to amend the Scope of Work within the Agreement by written notification to the CONSULTANT. In such event, the compensation and time of performance shall be subject to renegotiation upon written demand of either party to the Agreement. Failure of the CONSULTANT to secure COMMISSION's written authorization for extra or changed work shall constitute a waiver of any and all right to adjustment in the contract price or time due, whether by way of compensation, restitution, quantum merit, etc. for work done without the appropriate COMMISSION authorization.

6. **COMMISSION'S RIGHT TO TERMINATE/SUSPEND CONTRACT.** At any time and for any or no reason, COMMISSION shall have the right to terminate this Agreement, take possession of the CONSULTANT's work, e.g., studies, preliminary drawings, computations, specifications, etc., insofar as they are complete and acceptable to the COMMISSION and use the same, and pay the amount owing for the work satisfactorily performed prior to the date of termination. Notwithstanding the above, CONSULTANT shall not be relieved from liability to COMMISSION for damages sustained by virtue of any breach of this Agreement by CONSULTANT, whether or not the Agreement was remembered for convenience or cause, and COMMISSION may withhold payments not yet made to CONSULTANT for the purpose of setoff until such time as the exact amount of damages due COMMISSION from CONSULTANT is determined.

7. **CORRECTION OF WORK.** The performance of services or acceptance of information furnished by CONSULTANT shall not relieve the CONSULTANT from obligation to correct any inaccurate or incomplete work subsequently discovered and all such work shall be remedied by the CONSULTANT on demand without cost to the COMMISSION.

8. **DELAYS AND EXTENSIONS.** Time is of the essence concerning performance of this Agreement; however, the CONSULTANT will be granted time extensions for delays beyond the CONSULTANT's control. Time extensions will be equal to the length of the delay or as otherwise agreed upon between the CONSULTANT and the COMMISSION.

9. **RECORDS OF PERFORMANCE.** CONSULTANT shall maintain adequate records of contract performance costs, expenses, etc., and make these records available for inspection, audit, and copying by the COMMISSION during the agreement period and for a period of two (2) years from the date of final payment.

10. **SUBCONTRACTING.** Some of the services covered by this contract shall be subcontracted to others as deemed necessary to complete the project and assigned by CONSULTANT and after approval by the COMMISSION Executive Director.



11. **INDEMNIFICATION.** To the full extent permitted by law, CONSULTANT shall indemnify, hold harmless, release and defend COMMISSION, its officers, employees and agents from and against any and all actions, claims, demands, damages, disability, losses, expenses including attorney's fees and other defense costs and liabilities of any nature that may be asserted by any person or entity including CONSULTANT, in whole or in part, arising out of CONSULTANT's activities hereunder, including the activities of other persons employed or utilized by CONSULTANT in the performance of this Agreement (including design defects and regardless of COMMISSION's approval, use or acceptance of the work or work product hereunder) excepting liabilities due to the sole negligence or willful misconduct of COMMISSION. This indemnification obligation is not limited in any way by any limitation on the amount or type of damages or compensation payable by or for CONSULTANT under Worker's Compensation, disability or other employee benefit acts or the terms, applicability or limitations of any insurance held or provided by CONSULTANT and shall continue to bind the parties after termination/completion of this Agreement.

12. **INSURANCE.** Without limiting CONSULTANT's indemnification provided herein, CONSULTANT shall take out and maintain, throughout the period of this Agreement, the following policies of insurance placed with insurers (if other than the State Compensation Fund) with a current A.M. Best's rating of no less than A:VII or its equivalent against injury/death to persons or damage to property which may arise from or in connection with the activities hereunder of CONSULTANT, its agents, employees or subcontractors:

(a) **Workers' Compensation Insurance.** CONTRACTOR shall provide, to the extent required by law, workers' compensation insurance in the performance of any of CONTRACTOR's duties under this Agreement; including but not limited to, workers' compensation and disability, and shall provide COMMISSION with certification of all such coverages upon request by COMMISSION.

(b) **Comprehensive Automobile Liability Insurance.** CONTRACTOR shall obtain and maintain in full force and effect during the term of this Agreement, a comprehensive automobile liability insurance policy (bodily injury and property damage) on owned, hired, leased and non-owned vehicles used in conjunction with CONTRACTOR's business activities under this Agreement of not less than Three Hundred Thousand Dollars (\$300,000) combined single limit per occurrence.

(c) **Proof of Insurance.** All insurance coverages referenced in subparagraphs (b) and (c) above shall be evidenced by a Certificate of Coverage which shall be filed with the Secretary of the COMMISSION prior to the date hereof, shall name COMMISSION, its officers, employees, and agents as additional insureds, shall be kept current during the term of this Agreement and shall provide that COMMISSION shall be given no less than thirty (30) days prior written notice of any non-renewal, cancellation, or other termination. If the foregoing insurance requirements are satisfied in whole or in part by qualified self-insurance, certification thereof shall be provided to COMMISSION showing the limits of the self-insurance.

(d) **Deductibles/Retentions.** Any deductibles or self-insured retentions shall be declared to, and be approved by, COMMISSION. At the option of and upon request by COMMISSION, either the insurer shall reduce or eliminate such deductibles or self-insurance retentions as respects COMMISSION, its officers, employees and agents or CONTRACTOR shall procure a bond guaranteeing payment of losses and related investigations, claims administration and defense expenses.

13. **STANDARD OF CARE.** COMMISSION relies upon the professional ability of CONSULTANT and representations regarding the type of work to be performed as a material inducement to entering into this Agreement. CONSULTANT shall perform the professional services hereunder in accordance with the highest professional standards.



14. **CONFLICT OF INTEREST.** CONSULTANT covenants that it presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of its services hereunder. CONSULTANT further covenants that in the performance of this Agreement, no person having any such interest shall be employed.

15. **STATEMENT OF ECONOMIC INTEREST.** If COMMISSION determines CONSULTANT comes within the definition of CONSULTANT under the Political Reform Act (Government Code §87100), CONSULTANT shall complete and file and shall require any other person doing work under this Agreement to complete and file a "Statement of Economic Interest" with the Clerk of the COMMISSION of Napa disclosing CONSULTANT and/or such other person's financial interests.

16. **MERGER.** This Agreement shall constitute the entire Agreement between the parties and shall supersede any previous agreements, whether verbal or written, concerning the same subject matter. No modification of this Agreement shall be effective unless and until evidence by a writing is signed by both parties.

17. **DEFAULT.** If CONSULTANT should fail to perform any of his obligations hereunder, within the time and in the manner herein provided or otherwise violate any of the terms of this Agreement, COMMISSION may terminate this Agreement by giving CONSULTANT written notice of such termination, stating the reason for such termination. In such event, CONSULTANT shall be entitled to receive as full payment for all services satisfactorily rendered and expenses incurred hereunder, an amount which bears the same ratio to the total fees specified in the agreement as the services satisfactorily rendered hereunder by CONSULTANT bear to the total services otherwise required to be performed for such total fee; provided, however, that the COMMISSION may withhold payments not yet made to CONSULTANT for the purpose of setoff until such time as the exact amount of damages due COMMISSION from CONSULTANT is determined.

18. **ATTORNEY FEES, APPLICABLE LAW AND FORUM.** In the event either party brings an action or proceeding for damages arising out of the other's performance under this Agreement or to establish the right or remedy of either party, the prevailing party shall be entitled to recover reasonable attorney fees and costs as part of such action or proceeding, whether or not such action or proceeding is prosecuted to judgment. This Agreement shall be construed and interpreted according to California law, and any action to enforce the terms of this Agreement or for the breach thereof shall be brought and tried in the County of Napa.

19. **INDEPENDENT CONTRACTOR.** The parties intend that CONSULTANT, in performing the services specified herein, shall act as an independent contractor and shall have control of the work and the manner in which it is performed. CONSULTANT is not to be considered an agent or employee of the COMMISSION and is not entitled to participate in any pension plan, insurance, bonus or similar benefits COMMISSION provides its employees. In the event COMMISSION exercises its right to terminate this Agreement, CONSULTANT expressly agrees that he/she shall have neither recourse nor right of appeal under rules, regulations, ordinances or laws applicable to employees.

20. **TAXES.** CONSULTANT agrees to file tax returns and pay all applicable taxes on amounts paid pursuant to this Agreement and shall be solely liable and responsible to pay such taxes and other obligations, including, but not limited to, state and federal income and FICA taxes. CONSULTANT agrees to indemnify and hold the COMMISSION harmless from any liability which it may incur to the United States or to the State of California as a consequence of CONSULTANT's failure to pay, when due, all such taxes and obligations.

21. **EMPLOYMENT PRACTICES.** CONSULTANT shall not discriminate in its performance under the





Agreement either directly or indirectly on the grounds of race, color, religion, sex, age, national origin, or other prohibited grounds in its employment practices, and shall take affirmative steps to ensure that applicants are employed and employees are treated during employment without regard to race, color, religion, sex, age, national origin, or other prohibited grounds.

22. **COMPLIANCE WITH LAW.** CONSULTANT shall study and comply with all applicable federal, state and local laws, rules and regulations affecting the CONSULTANT and his/her work hereunder and shall ensure that all subcontractors do the same.

(a) CONSULTANT agrees to abide by the requirements of the **Immigration and Control Reform Act** pertaining to assuring that all newly-hired employees of CONSULTANT performing any services under this Agreement have a legal right to work in the United States of America, that all required documentation of such right to work is inspected, and that INS Form 1-9 (as it may be amended from time to time) is completed and on file for each employee.

(b) CONSULTANT shall make the **required documentation** available upon request to COMMISSION for inspection.

23. **TITLE TO DOCUMENTS.** Title to all plans, estimates, reports, manuscripts, drawings, descriptions and other final work products compiled by the Consultant under the Agreement, including the unlimited license to use the same for completion and maintenance of the project described in this Agreement, shall be vested in the Commission, none of which shall be used in any manner whatsoever, by any person, firm, corporation, or agency without the expressed written consent of the Commission. Basic notes and sketches, charts, computations, and other data prepared or obtained under the Agreement shall be made available, upon request, to the Commission without restriction or limitations on their use. Consultant may retain copies of the above-described information but agrees not to disclose or discuss any information gathered, discussed or generated in any way through this Agreement without the written permission of Commission during the term of this Agreement or until ninety (90) days after receipt of final payment from Commission.

24. **INTERPRETATION.** Notwithstanding the fact that one or more provisions of this Agreement may have been drafted by one of the parties to this Agreement, such provisions shall be interpreted as though they were a product of a joint drafting effort and no provisions shall be interpreted against a party on the ground that said party was solely or primarily responsible for drafting the language to be interpreted.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

First 5 NAPA COUNTY CHILDREN AND FAMILIES  
COMMISSION

Dr. Lori A. Watson

By \_\_\_\_\_  
Juan Cisneros, Chairperson  
"COMMISSION"

By \_\_\_\_\_  
"CONSULTANT"



**APPROVAL AS TO FORM**

By \_\_\_\_\_  
Betsy Strauss, Commission Counsel

By \_\_\_\_\_

ATTEST: Jesse Ramer  
Secretary to the Commission

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# Rainbow Family League

# PROPOSAL FOR

# RACIAL EQUITY PLAN

# FY 2025–26

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Lori A Watson, Ed.D.  
Racial Equity Consultant/Facilitator  
Founder & CEO  
[Race-Work.com](http://Race-Work.com)



# OVERVIEW

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Race is a fundamental part of our history, culture, and everyday lives—and it affects everyone in society, including young people. While many children are eager to talk about race, parents are often unsure or hesitant about how to begin these conversations. For some, discussing race with their child may feel uncomfortable; for others, it’s a natural and essential part of parenting from the start. Research shows that children begin to notice race as early as six months old and can start forming biases by age three. Silence on the topic doesn’t go unnoticed—when we say nothing about race, we’re still sending powerful messages. A key step in raising children who are “color conscious” rather than “color blind” is for parents to first expand their own understanding of race and build the confidence and skills to have meaningful, age-appropriate conversations—with their children and with others.



**RACE-WORK**

# PROPOSAL & SCOPE OF WORK

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**RACE-WORK** will provide the following services to the Rainbow Family League during the 25-26 FY:

- ❑ **RFL SEMINARS:** Participants will engage in guided seminar discussions centered around the children's books they read with their families. This space is designed to foster a sense of community while deepening personal consciousness and racial awareness. Through these conversations, participants will expand their understanding of race, racism, and power in society, and gain practical skills and tools to engage in meaningful dialogue about race with others.
- ❑ **STAFF WORKSHOP:** Educators will take part in a half-day workshop focused on building a foundational understanding of equity and anti-racism in education. Through interactive activities, participants will deepen both their personal and professional racial awareness, develop a shared language to talk about race, and gain practical tools to actively challenge and disrupt racism.



**RACE-WORK**



# SERVICES

COMPONENT	PARTICIPANTS	TIME	COST
GUIDED DISCUSSIONS	RFL Parents	Eight 2-hour seminars	\$16,000
STAFF WORKSHOP	Educators	Half day workshop	\$4000
COLLABORATION	Individual/Team	Bank 10 hours	\$3,500
		TOTAL	\$23,500

# Dr Lori A Watson



Dr. Lori A. Watson grew up in Greenville Mississippi, where she was profoundly influenced by the leaders and educators in her family. Her father was the first Black notary public as well as proprietor of the first “negro-owned” commercial laundry in the state of Mississippi. Her uncle was the first Black man to receive a Ph.D. from the University of Alabama. As a result, Lori learned the value of pride and perseverance, and through the nurturing of her mother and aunt who were both teachers, she learned the importance of education.

After high school graduation, Lori received her B.A. in Health and Physical Education from Tougaloo College, a Historically Black College in Tougaloo, MS. There she was a captain of the women’s basketball team and pledged Delta Sigma Theta Sorority, Inc. She received an M.S.Ed. In Health, Physical Education and Recreation from Jackson State University, another Historically Black College. In 2012, Lori earned her Ed.D. from California State University East Bay in Hayward, CA. Her doctoral dissertation topic was, “Wow, they care right?” Making Schools Safe for Lesbian, Gay, Bisexual, Transgender, and Questioning Students.

During her twenty-plus years as an educator, Lori was a teacher, basketball coach, and school administrator at both the elementary and secondary levels. Following her tenure in Education, Lori worked as an Equity Transformation Specialist with Courageous Conversation, a consulting agency committed to achieving racial equity. She trained and facilitated nationwide, guiding individuals and organizations to uncover personal and institutional biases in order to elevate racial consciousness and move toward systemic racial equity transformation.

In the spring of 2020, Lori moved into entrepreneurship, and began her own independent consulting company by founding Race-Work, LLC. As the C.E.O. of her own company, she continues to partner with numerous K-12 school districts, universities, non-profit and private companies, in addition to both small and large corporations. Lori resides in the Bay Area, CA where she has lived for nearly 20 years.



**What calls me to do this work?** *“I do this work because I believe in this work. And I believe in this work because I believe that it changes lives. When participants leave my seminars with elevated levels of racial consciousness and tools to interrupt systemic racism, their lives are changed, and they have the potential to change the lives of those around them. ”*

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**Race-Work, LLC**

Dr. Lori A Watson

[DrLAWatson@Race-Work.com](mailto:DrLAWatson@Race-Work.com)



**RACE-WORK** TM



## **NAPA COUNTY CHILDREN AND FAMILIES COMMISSION AGREEMENT #608-25**

**THIS AGREEMENT** is made and entered into as of this May 19, 2025 by and between First 5 Napa County Children and Families Commission, hereinafter referred to as "COMMISSION", and, **Favianna Rodriguez** an individual, hereinafter referred to as "CONSULTANT".

### **RECITALS**

**WHEREAS** COMMISSION, in collaboration with Napa County Regional Park and Open Space District (NCRPOSD) and the Napa Bookmine Literary Foundation, is participating in the fourth annual Napa County StoryWalk program, a site-based children's literature and art project that will rotate through three regional parks from **June through September, 2025**, and

**WHEREAS** COMMISSION in collaboration with Napa County Regional Park and Open Space District (NCRPOSD) and the Napa Bookmine Literary Foundation will organize an opening event for the project on **July 19, 2025** that will include two workshops on that day to further connect participating children and families with the literature selection, and

**WHEREAS** COMMISSION has contracted with CONSULTANT to obtain specialized consulting services including workshop facilitation and design, and

**WHEREAS** CONSULTANT is willing and is qualified to provide such specialized services to the COMMISSION under terms and conditions set forth herein, and

**WHEREAS** CONSULTANT is an interdisciplinary artist with over thirty years of experience; the co-founder and president of The Center for Cultural Power and the recipient of the Robert Rauschenberg Artist as Activist Fellowship, the Atlantic Fellowship for Racial Equity, and the SOROS Equality Fellowship; and she continues to lead art interventions across the United States addressing the intersection of art, justice, and cultural equity, and

**WHEREAS** CONSULTANT's Scope of Work for this project is in alignment with the Commission's mission to convene and mobilize the community to use systems- and design-thinking to center and lift up our community's young children, their families, and the providers who serve them.

### **Terms**

NOW, THEREFORE, said Commission and said Consultant for the considerations hereinafter set forth, mutually agree as follows:

1. **SCOPE OF WORK.** CONSULTANT shall perform those services in the "Scope of Work" attached as Exhibit "A"
2. **COMPENSATION.** COMMISSION shall pay Consultant an amount not to exceed \$5,729.15 pursuant to written itemization of Consultant's work submitted after completion and COMMISSION's approval of work.



3. **TERM.** The term of this Agreement shall begin May 19, 2025 and end June 30, 2025 or the completion of the work contemplated by this Agreement, whichever is earlier, unless terminated earlier as provided herein.
4. **NOTICES.** All notices required or authorized by this Agreement shall be in writing and shall be delivered in person or by deposit in the United States mail, by certified mail, postage prepaid, return receipt requested. Any mailed notice, demand, request, consent, approval or communication that either party desires to give the other party shall be addressed to the other party at the address set forth below. Either party may change its address by notifying the other party of the change of address. Any notice sent by mail in the manner prescribed by this paragraph shall be deemed to have been received on the date noted on the return receipt or five days following the date of deposit, whichever is earlier.

**To: Commission**

Ashley Walker  
Executive Director

First 5 Children and Families Commission  
1303 Jefferson St. Suite 100A  
Napa, CA 94559

**To: Consultant**

Favianna Rodriguez  
Artist

CONSULTANT  
1507 33rd Street  
Oakland, CA 94610

5. **AMENDMENT OF SCOPE OF WORK.** Commission shall have the right to amend the Scope of Work within the Agreement by written notification to the Consultant. In such event, the compensation and time of performance shall be subject to renegotiation upon written demand of either party to the Agreement. Failure of the Consultant to secure Commission's written authorization for extra or changed work shall constitute a waiver of any and all right to adjustment in the contract price or time due, whether by way of compensation, restitution, quantum merit, etc. for work done without the appropriate Commission authorization.
6. **COMMISSION'S RIGHT TO TERMINATE/SUSPEND CONTRACT.** At any time and for any or no reason, Commission shall have the right to terminate this Agreement, take possession of the Consultant's work, e.g., studies, preliminary drawings, computations, specifications, etc., insofar as they are complete and acceptable to the Commission and use the same, and pay the Consultant any sum due and owing for work satisfactorily performed prior to the termination of the Agreement. Notwithstanding the above, Consultant shall not be relieved from liability to Commission for damages sustained by virtue of any breach of this Agreement by Consultant, whether or not the Agreement was terminated for convenience or cause, and Commission may withhold payments not yet made to CONSULTANT for the purpose of setoff until such time as the exact amount of damages due Commission from Consultant is determined. If Commission terminates this contract for reasons other than performance prior to the



completion of the consulting engagement, Commission shall compensate Consultant what is due for work already performed and any outstanding expenses at the time of termination.

7. **CORRECTION OF WORK.** The performance of services or acceptance of information furnished by CONSULTANT shall not relieve the Consultant from obligation to correct any inaccurate or incomplete work subsequently discovered and all such work shall be remedied by the Consultant on demand without cost to the Commission.
8. **DELAYS AND EXTENSIONS.** Time is of the essence concerning performance of this Agreement; however, the Consultant will be granted time extensions for delays beyond the Consultant's control. Time extensions will be equal to the length of the delay or as otherwise agreed upon between the Consultant and the Commission.
9. **RECORDS OF PERFORMANCE.** Consultant shall maintain adequate records of contract performance costs, expenses, etc., and make these records available for inspection, audit, and copying by the Commission during the agreement period and for a period of three (3) years from the date of final payment.
10. **SUBCONTRACTING.** Some of the services covered by this contract shall be subcontracted to others as deemed necessary to complete the project and assigned by CONSULTANT and after approval by the COMMISSION Executive Director.
11. **INDEMNIFICATION.** To the full extent permitted by law, CONSULTANT shall indemnify, hold harmless, release and defend COMMISSION, its officers, employees and agents from and against any and all actions, claims, demands, damages, disability, losses, expenses including attorney's fees and other defense costs and liabilities of any nature that may be asserted by any person or entity including CONSULTANT, in whole or in part, arising out of CONSULTANT's activities hereunder, including the activities of other persons employed or utilized by CONSULTANT in the performance of this Agreement (including design defects and regardless of COMMISSION's approval, use or acceptance of the work or work product hereunder) excepting liabilities due to the sole negligence or willful misconduct of COMMISSION. This indemnification obligation is not limited in any way by any limitation on the amount or type of damages or compensation payable by or for CONSULTANT under Worker's Compensation, disability or other employee benefit acts or the terms, applicability or limitations of any insurance held or provided by CONSULTANT and shall continue to bind the parties after termination/completion of this Agreement.
12. **INSURANCE.** Without limiting CONSULTANT's indemnification provided herein, CONSULTANT shall take out and maintain, throughout the period of this Agreement, the following policies of insurance placed with insurers (if other than the State Compensation Fund) with a current A.M. Best's rating of no less than A:VII or its equivalent against injury/death to persons or damage to property which may arise from or in connection with the activities hereunder of CONSULTANT, its agents, employees or subcontractors:

- A. General Liability Insurance. CONSULTANT shall obtain and maintain in full force and effect during the term of this Agreement a general liability insurance policy (personal injury and property damage) of not less than One Million Dollars (\$1,000,000) combined single limit per occurrence, issued by a company duly and legally licensed to transact business in the State of California, covering liability for any personal injury, including death, to any person and/or damage to the property of any person arising from the acts or omissions of CONTRACTOR or
  - B. Workers' Compensation Insurance. CONTRACTOR shall provide, to the extent required by law, workers' compensation insurance in the performance of any of CONTRACTOR's duties under this Agreement; including but not limited to, workers' compensation and disability, and shall provide COMMISSION with certification of all such coverages upon request by COMMISSION.
  - C. Comprehensive Automobile Liability Insurance. CONTRACTOR shall obtain and maintain in full force and effect during the term of this Agreement, a comprehensive automobile liability insurance policy (bodily injury and property damage) on owned, hired, leased and non-owned vehicles used in conjunction with CONTRACTOR's business activities under this Agreement of not less than Three Hundred Thousand Dollars (\$300,000) combined single limit per occurrence.
  - D. Proof of Insurance. All insurance coverages referenced in subparagraphs A, B and C above shall be evidenced by a Certificate of Coverage which shall be filed with the Secretary of the COMMISSION prior to the date hereof, shall name COMMISSION, its officers, employees, and agents as additional insureds, shall be kept current during the term of this Agreement and shall provide that COMMISSION shall be given no less than thirty (30) days prior written notice of any non-renewal, cancellation, or other termination. If the foregoing insurance requirements are satisfied in whole or in part by qualified self-insurance, certification thereof shall be provided to COMMISSION showing the limits of the self-insurance.
  - E. Deductibles/Retentions. Any deductibles or self-insured retentions shall be declared to, and be approved by, COMMISSION. At the option of and upon request by COMMISSION, either the insurer shall reduce or eliminate such deductibles or self-insurance retentions as respects COMMISSION, its officers, employees and agents or CONTRACTOR shall procure a bond guaranteeing payment of losses and related investigations, claims administration and defense expenses.
13. STANDARD OF CARE. COMMISSION relies upon the professional ability of CONSULTANT and representations regarding the type of work to be performed as a material inducement to entering into this Agreement. CONSULTANT shall perform the professional services hereunder in accordance with the highest professional standards.
14. CONFLICT OF INTEREST. CONSULTANT covenants that it presently has no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of its services hereunder. CONSULTANT further covenants that in the performance of this Agreement, no person having any such interest shall be employed.

15. **STATEMENT OF ECONOMIC INTEREST.** If COMMISSION determines CONSULTANT comes within the definition of CONSULTANT under the Political Reform Act (Government Code §87100), CONSULTANT shall complete and file and shall require any other person doing work under this Agreement to complete and file a "Statement of Economic Interest" with the Clerk of the COMMISSION of Napa disclosing CONSULTANT and/or such other person's financial interests.
16. **MERGER.** This Agreement shall constitute the entire Agreement between the parties and shall supersede any previous agreements, whether verbal or written, concerning the same subject matter. No modification of this Agreement shall be effective unless and until evidence by a writing is signed by both parties.
17. **DEFAULT.** If CONSULTANT should fail to perform any of his obligations hereunder, within the time and in the manner herein provided or otherwise violate any of the terms of this Agreement, COMMISSION may terminate this Agreement by giving CONSULTANT written notice of such termination, stating the reason for such termination. In such event, CONSULTANT shall be entitled to receive as full payment for all services satisfactorily rendered and expenses incurred hereunder, an amount which bears the same ratio to the total fees specified in the agreement as the services satisfactorily rendered hereunder by CONSULTANT bear to the total services otherwise required to be performed for such total fee; provided, however, that the COMMISSION may withhold payments not yet made to CONSULTANT for the purpose of setoff until such time as the exact amount of damages due COMMISSION from CONSULTANT is determined.
18. **ATTORNEY FEES, APPLICABLE LAW AND FORUM.** In the event either party brings an action or proceeding for damages arising out of the other's performance under this Agreement or to establish the right or remedy of either party, the prevailing party shall be entitled to recover reasonable attorney fees and costs as part of such action or proceeding, whether or not such action or proceeding is prosecuted to judgment. This Agreement shall be construed and interpreted according to California law, and any action to enforce the terms of this Agreement or for the breach thereof shall be brought and tried in the County of Napa.
19. **INDEPENDENT CONTRACTOR.** The parties intend that CONSULTANT, in performing the services specified herein, shall act as an independent contractor, and shall have control of the work and the manner in which it is performed. CONSULTANT is not to be considered an agent or employee of the COMMISSION and is not entitled to participate in any pension plan, insurance, bonus, or similar benefits COMMISSION provides its employees. In the event COMMISSION exercises its right to terminate this Agreement, CONSULTANT expressly agrees that he/she shall have neither recourse nor right of appeal under rules, regulations, ordinances, or laws applicable to employees.
20. **TAXES.** CONSULTANT agrees to file tax returns and pay all applicable taxes on amounts paid pursuant to this Agreement and shall be solely liable and responsible to pay such taxes and other obligations, including, but not limited to, state and federal income and FICA taxes. CONSULTANT agrees to indemnify and hold the COMMISSION harmless from any liability



which it may incur to the United States or to the State of California as a consequence of CONSULTANT's failure to pay, when due, all such taxes and obligations.

**21. EMPLOYMENT PRACTICES.** CONSULTANT shall not discriminate in its performance under the Agreement either directly or indirectly on the grounds of race, color, religion, sex, age, national origin, or other prohibited grounds in its employment practices, and shall take affirmative steps to ensure that applicants are employed, and employees are treated during employment without regard to race, color, religion, sex, age, national origin, or other prohibited grounds.

**22. COMPLIANCE WITH LAW.**

- A. CONSULTANT shall study and comply with all applicable federal, state and local laws, rules and regulations affecting the CONSULTANT and his/her work hereunder and shall ensure that all subcontractors do the same.
- B. CONSULTANT agrees to abide by the requirements of the Immigration and Control Reform Act pertaining to assuring that all newly-hired employees of CONSULTANT performing any services under this Agreement have a legal right to work in the United States of America, that all required documentation of such right to work is inspected, and that INS Form 1-9 (as it may be amended from time to time) is completed and on file for each employee. CONSULTANT shall make the required documentation available upon request to COMMISSION for inspection.

**23. TITLE TO DOCUMENTS.** Title to all plans, estimates, reports, manuscripts, drawings, descriptions and other final work products compiled by the Consultant under the Agreement, including the unlimited license to use the same for completion and maintenance of the project described in this Agreement, shall be vested in the Commission, none of which shall be used in any manner whatsoever, by any person, firm, corporation, or agency without the expressed written consent of the Commission. Basic notes and sketches, charts, computations, and other data prepared or obtained under the Agreement shall be made available, upon request, to the Commission without restriction or limitations on their use. Consultant may retain copies of the above-described information but agrees not to disclose or discuss any information gathered, discussed, or generated in any way through this Agreement without the written permission of Commission during the term of this Agreement or until ninety (90) days after receipt of final payment from Commission.

**24. INTERPRETATION.** Notwithstanding the fact that one or more provisions of this Agreement may have been drafted by one of the parties to this Agreement, such provisions shall be interpreted as though they were a product of a joint drafting effort, and no provisions shall be interpreted against a party on the ground that said party was solely or primarily responsible for drafting the language to be interpreted.



IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed the day and year first above written.

NAPA COUNTY CHILDREN AND  
FAMILIES COMMISSION

CONSULTANT  
Favianna Rodriguez

By \_\_\_\_\_  
Juan Cisneros, Chairperson  
"COMMISSION"

By \_\_\_\_\_  
Favianna Rodriguez

**APPROVED AS TO FORM**

By \_\_\_\_\_  
Betsy Strauss, COMMISSION Counsel

ATTEST: Jesse Ramer  
SECRETARY OF COMMISSION

By \_\_\_\_\_



## Scope of Work – Exhibit A – Favianna Rodriguez

Favianna Rodriguez will facilitate workshops in support of the StoryWalk project.

### Details:

*Hosting two workshops of one hour each and accommodating 50-60 kids per workshop.*

**Total: \$5,729.15. (NOT TO EXCEED)**

**Total includes contractor fees and materials. See itemization below:**

Migration is Beautiful Workshop 2025			
Artist Fees	Description	Budgeted Cost	Notes
Lead Artist Fee		\$2,700.00	Include extra hours to redesign stencil to match the new book
Assistants Fees (2 people @ \$650 each)		\$1,300.00	
Materials for 120 Participants			
Butterfly wings lasercut	120 wings	\$720.00	includes shipping
Cardboard from Uline for wings		\$279.15	includes shipping
Rope		\$300.00	get cotton rope
Blick: acrylic paint for wings		\$150.00	
Non toxic acrylic spray paint		\$80.00	
Brushes		\$200.00	Get better quality ones
Other items: containers for paint, spray bottles		\$0.00	Favianna has
<b>Total</b>		<b>\$5,729.15</b>	

# RESNICK FOUNDATION

11444 WEST OLYMPIC BOULEVARD • LOS ANGELES, CA 90064 • (310) 966-5752 • PHILANTHROPY@WONDERFUL.COM

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5/13/2025

Dear Ashley Walker,

On behalf of the Resnick Foundation (the "Foundation"), I am pleased to announce that Napa County Children and Families Commission ("the Grantee") has been selected to receive a Lewis Cellars Community Grant in the amount of \$8,500 in support of the "Napa County StoryWalk®", as more fully described in the proposal submitted by Grantee attached hereto as Exhibit A (the "Grant Proposal"). This Grant is for the grant period beginning 6/1/2025 and ending 5/31/2026. The Foundation agrees to pay the Lewis Cellars Community Grant according to the schedule below:

\$8,500 shall be paid within thirty (30) days of this agreement being fully executed.

Payment of these funds is subject to the terms and conditions set forth in the Grant Agreement below.

## GRANT AGREEMENT

As a recipient of a Lewis Cellars Community Grant, you agree to the following:

### 1. USE OF GRANT FUNDS

Funds will be used for the purpose set forth in the Grant Proposal, provided that the purpose may be amended from time to time as mutually agreed by the Foundation and the Grantee. Notwithstanding the foregoing, in no event shall the funds be used for any other purpose unless otherwise discussed and agreed upon in writing by the Foundation. All of the funds will be used prior to 5/31/2026, unless otherwise discussed and agreed upon by the Foundation. You agree to comply with any and all requirements, terms and conditions set forth in your grant application and as may be provided by the Foundation from time to time during the grant period.

### 2. PAYMENT OF GRANT FUNDS

All payments of the funds to the Grantee hereunder shall be made by the Foundation by ACH transfer as follows:

Beneficiary Bank:	_____
Beneficiary Bank Address:	_____
Beneficiary Bank Code:	_____
Beneficiary Account No.:	_____
Account Type:	_____
ABA No.:	_____

### 3. REQUIRED REPORTING

The Grantee agrees to submit a project plan, monthly reports, and final report as outlined in the Reporting Guidelines provided to the Grantee, as well as any additional updates as requested by the Foundation in connection with and relating to your project during the grant period. The Grantee must maintain records of receipts and expenditures and submit receipts for the purchase of any items valued at \$500 or greater to the Foundation attached to the next monthly report following the date of purchase. Failure to submit the required reports or respond to any requests you receive from the Foundation for additional updates may make you ineligible to receive any future funding.



#### 4. SITE VISITS

The Grantee will be required to participate in a minimum of one (1) virtual or in-person site visit to assess the progress of your project during the grant period.

#### 5. PUBLICITY

No recognition, acknowledgment, announcement or other public disclosure of this donation may be made without prior written approval from the Foundation. If the Foundation agrees in writing to any such recognition, acknowledgment or announcement, Lewis Cellars (the "Company") shall receive recognition for this donation.

#### 6. NAMING/BRANDING RIGHTS

In consideration of the Lewis Cellars Community Grant, the Grantee agrees and acknowledges that the Foundation reserves the right to place the Company name and logo on any physical structures or materials purchased or produced with the Lewis Cellars Community Grant funds.

#### 7. TAX STATUS

By countersigning this letter, the Grantee confirms that it either: (1) has been determined by the Internal Revenue Service to be an organization (a) described in Section 501(c)(3) of the Internal Revenue Code of 1986 (the "Code") and (b) which is not a private foundation within the meaning of Section 509(a) of the Code, and that such determination has not been revoked or modified and continues in full force and effect; or (2) is a governmental entity described in Section 170(c)(1) or 511(a)(2)(B) of the Code. If any such determination is revoked or modified, the Grantee shall notify the Foundation immediately. No payment hereunder shall be required to be made at any time after the Grantee ceases to be an organization described in Sections 501(c)(3), 170(c)(1) or 511(a)(2)(B) of the Code and which is not a private foundation.

#### 8. INSURANCE

Grantee agrees to maintain, at its sole cost and expense, and will ensure that all of its subcontractors and vendors maintain, insurance with carriers with A.M. Best's ratings of not less than A-, and a minimum Financial Rating of Class VII and the type of insurance and coverage shall be in such amounts as shall be reasonable to satisfy its obligations under this Grant Agreement, including, but not limited to, its indemnification obligations under this Grant Agreement and all insurance required by law. Grantee shall furnish to the Foundation a certificate(s) of insurance evidencing such insurance coverage and such certificate shall name the Foundation as an additional insured. The liability of Grantee under this Grant Agreement shall not be limited to or by the insurance coverage required of Grantee.

#### 9. INDEMNIFICATION

Grantee shall indemnify and hold harmless the Foundation and its affiliates, heirs, beneficiaries, successors, assigns, and representatives from and against any and all losses, claims, demands, costs, damages, liabilities, expenses of any nature (including sales and use taxes, if any, and reasonable attorneys' fees (at market rates) and disbursements), judgments, fines, settlements and other amounts arising from any and all claims, demands, actions, suits or proceedings, whether civil, criminal, administrative or investigative, that may arise or which relate to or arise from this Grant Agreement or the breach of any of Grantee's obligations, representations, warranties or covenants set forth in this Grant Agreement.

In the event you do not comply with any of the requirements set forth herein, the Foundation reserves the right to terminate your Lewis Cellars Community Grant and cancel any further payments of grant funds. If your Lewis Cellars Community Grant is terminated, you shall return any and all unspent funds from your Lewis Cellars Community Grant within two (2) weeks after the effective date of such termination.

Executed on behalf of the Resnick Foundation:

Signature \_\_\_\_\_  
Craig B. Cooper, Executive Vice President

Date \_\_\_\_\_

On behalf of Grantee, I understand and agree to the foregoing terms and conditions of the Grant Agreement, and hereby certify my authority to execute this agreement on Grantee's behalf:

Signature \_\_\_\_\_  
Name \_\_\_\_\_  
Title \_\_\_\_\_  
Mailing Address \_\_\_\_\_  
\_\_\_\_\_  
Date \_\_\_\_\_

**EXHIBIT A**

**GRANT PROPOSAL**

(Attached)

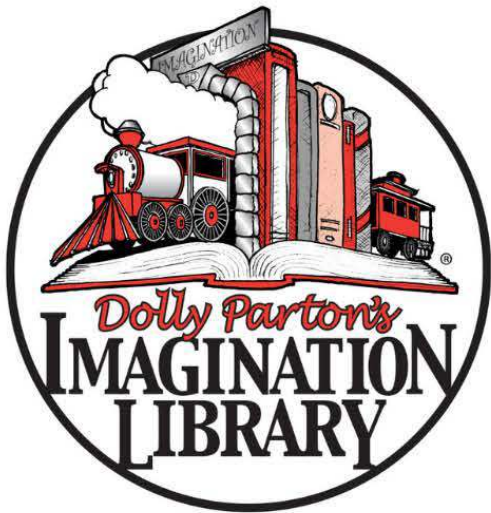
## **EXHIBIT B**

### **Publicity Requirements and Guidelines**

In consideration of the Lewis Community Grant awarded by the Foundation under this Grant Agreement, the Grantee hereby agrees to provide recognition for this grant to the Company as outlined below and subject to any additional guidelines provided to the Grantee by the Foundation and the Company.

1. Logo Inclusion
  - a. Include the Lewis Cellars logo on all relevant program flyers, brochures, signage, and event materials.
  - b. Feature the logo on your organization's website, specifically on any page(s) dedicated to the funded program.
2. Social Media Mentions
  - a. A minimum of three (3) posts across your organization's social media platforms during the grant cycle.
  - b. Posts should tag and acknowledge Lewis Cellars and highlight the program's impact, activities, or milestones.
3. Media Mentions
  - a. When possible, include mention of Lewis Cellars as a funder in press releases, media advisories, or interviews related to the funded program.
  - b. Provide a quote from a Lewis Cellars representative, if applicable or requested, when pitching stories to the media.
4. Newsletter Inclusion
  - a. Include Lewis Cellars in at least two (2) mentions in your organization's newsletters:
    - i. One highlighting the program kickoff or implementation.
    - ii. One celebrating program outcomes, milestones, or impact made possible through Lewis Cellars' support.
5. Annual Report Acknowledgment
  - a. Recognize Lewis Cellars as a funder in your organization's annual report.
  - b. A narrative or spotlight on the program's success and its connection to the Lewis Community Grant is encouraged.
6. Open House Event Recognition
  - a. If an Open House or public event is hosted to showcase the funded program, Lewis Cellars must be acknowledged as a presenting or supporting sponsor.
  - b. This includes logo placement on event materials, verbal recognition during the event, and the opportunity to provide branded collateral or attend in person.
7. Naming Rights
  - a. In recognition of Lewis Cellars' funding, the Company may receive naming rights for the program, initiative, building, or event supported by the grant.
  - b. Specific naming opportunities will be agreed upon in writing and may include co-branded titles such as "Presented by Lewis Cellars" or "In Partnership with Lewis Cellars" or "Lewis Cellars Resource Hub."





“YOU CAN NEVER GET ENOUGH  
**BOOKS**  
INTO THE HANDS  
OF ENOUGH  
**CHILDREN**”  
*Dolly*



## INSPIRE A LOVE OF READING

Enroll your child in Dolly Parton's Imagination Library and get a **FREE BOOK** every month until their 5th birthday.

“ Our daughter **LOVES READING** and being read to, and the **VARIETY** she receives from the Imagination Library is a **SIGNIFICANT** part of this ”

Dolly Parton's Imagination Library is dedicated to inspiring a love of reading by gifting books free of charge to children from birth to age five, through funding shared by Dolly Parton and local community partners in the United States, United Kingdom, Canada, Australia and Republic of Ireland.



**First 5 Napa County & Napa County Office of Education** have partnered to bring the *Napa County Imagination Library* to life. Program information is available at the link below and donations can be made via the QR code on the right.



**IMAGINATIONLIBRARY.COM**

## **Grant Proposal to First 5 Napa**

**Date: February 26, 2025**

**Request for Funding: \$150,000**

### **Expansion of Le Petit Elephant Nursery and Preschool**

#### **Executive Summary**

Le Petit Elephant Nursery and Preschool is seeking a grant of \$150,000 from First 5 Napa to support the early-stage development of our new childcare facility in Napa Valley. This funding will specifically cover the costs for architecture, engineering, building permit applications, and related permit fees. The goal is to preserve the 113 spaces we currently have and to create 87 additional childcare spots for local families and create a permanent, high-quality childcare facility that will serve the community for years to come at 15 Chapel Hill Drive in Napa.

These efforts come as part of our larger expansion project, where we await a \$1.5M construction grant from the California Department of Social Services (CDSS) to help cover the estimated \$3.3M cost of updating the new facility. The Major Renovation and Repairs grant funds are expected to be dispersed to us in the next 6-7 months. In the interim, the requested \$150,000 will help us meet crucial pre-construction milestones, ensuring that the project remains on track and our services continue to grow in Napa Valley.

#### **Scope of Work:**

We plan to break ground on the new facility upon securing the necessary funding, including the requested \$150,000 for architectural, engineering, and permit-related expenses. The major steps of the project include:

**1. Architectural and Engineering Plans \$95,000:**

Hiring architects and engineers to create detailed, functional designs for the childcare facility that meet all state regulations and local codes.

**2. Building Permit Applications and Fees \$30,000:**

Submitting the required applications for building permits and paying the associated permit fees necessary to begin construction. This will ensure that the project meets local safety and zoning regulations.

**3. Construction Drawings and Planning \$25,000:**

Completing the necessary planning for construction, including the development of construction documents that will guide the build process once additional funding is secured.

#### **Timeline:**

We anticipate that the initial phase, which is already underway and includes architectural and engineering work, as well as the permit application process to be completed by mid-March 2025. Once the pre-construction phase is completed and permits have been issued, we plan to break ground on the new facility in early May 2025 in preparation for opening our new site in December 2025.

#### **Organizational Capacity**

Le Petit Elephant Nursery and Preschool has a proven track record of providing high-quality childcare services in Napa Valley. Our team includes experienced educators, administrators, and community partners who are committed to the success of this project. We are confident in our ability to manage this expansion effectively, ensuring that the facility will be completed on time, within budget, and with the highest standards of care.

Thank you for your consideration. We look forward to the opportunity to partner with First 5 Napa in bringing this important project to life.

**Sincerely,**

Milli Pintasi, M.A. Columbia University  
Founder/Head of School  
Le Petit Elephant Nursery and Preschool

## **Grant Proposal to First 5 Napa**

**Date:** February 26, 2025

**Organization:** Le Petit Elephant Nursery and Preschool

**Requested Grant Amount:** \$128,040

**Project Title:** Financial Aid Support for Low-Income Families, BIPOC families, and Infant Teachers at Le Petit Elephant Nursery and Preschool

### **Executive Summary:**

Le Petit Elephant Nursery and Preschool seeks funding in the amount of \$128,040 from First 5 Napa to support financial aid for 30 low-income families, BIPOC families, and infant teachers working at the school for the next 12 months, 50% of whom are Hispanic/Latino. This funding will ensure that both teachers and families who are currently struggling financially can continue to access high-quality early childhood education and care while working in Napa County. Specifically, we aim to assist teachers whose children are enrolled at the school by providing subsidies, enabling them to balance their roles as both caregivers and educators. This initiative aligns with First 5 Napa's mission to promote early childhood development, support families, and create a strong foundation for the well-being of young children in Napa County.

### **Project Goals and Objectives:**

**Goal 1:** Provide financial assistance to 30 low-income families, BIPOC families, and infant teachers at Le Petit Elephant Nursery and Preschool, 50% of whom are Hispanic/Latino.

**Goal 2:** Support the retention and professional growth of infant teachers.

**Goal 3:** Promote the long-term well-being and academic success of children at Le Petit Elephant Nursery and Preschool.

### **Project Implementation:**

The proposed financial aid will be distributed through a streamlined online application process “TADS” that allows families and teachers to apply confidentially.

### **Budget:**

The total amount requested for this project is **\$128,040**. This will be allocated as follows:

- **\$64,056** for direct financial assistance to families who do not qualify for CRC but need financial assistance to afford childcare (approximately 17 families at an average subsidy of \$3,768 per family across 12 months)
- **\$46,114** for teacher subsidies (7 teachers at an average subsidy of \$6,588 per teacher across 12 months)
- **\$17,880** for CRC families subsidies (6 families at an average subsidy of \$2,980 per family across 12 months)

Thank you for considering our request. We are excited about the possibility of partnering with First 5 Napa to support our community's children and educators.

**Sincerely,**

Milli Pintacsi, M.A. Columbia University  
Founder/Head of School  
Le Petit Elephant Nursery and Preschool

**From:** Milli Pintacsi <[MissMilli@lpenapa.com](mailto:MissMilli@lpenapa.com)>

**Date:** Thursday, May 1, 2025 at 11:50 AM

**To:** Ashley Walker <[ashley@first5napa.org](mailto:ashley@first5napa.org)>

**Subject:** Request for Funding Support for Childcare Consultant – LPE Alta Heights Site

Hello Ashley,

I hope you're having a calm and productive week so far! I'm reaching out to explore the possibility of LPE receiving funding support from First 5 Napa to hire a childcare consultant as we prepare to launch our new site in Alta Heights.

Engaging a consultant at this early stage would help us ensure the new LPE site is set up in a way that aligns with best practices in early childhood education and positions us for future accreditation, whether through the STAR system, NAEYC or another reputable accreditation source. While we are committed to laying a strong foundation for the new location, the legal expenses and initial setup costs have limited our current budget flexibility. As you know, this new site will be Napa's largest childcare center and we want to make sure we are doing it right.

Would First 5 Napa (or First 5 California perhaps?) be able to assist us financially with this initial investment? We believe that professional guidance at this phase would make a significant difference in ensuring long-term success for the school and high-quality outcomes for children and families.

To give you a sense of what we're looking for, we're considering independent consultants with experience in NAEYC-type accreditations and California childcare licensing. Any recommendations or referrals would be highly appreciated. I have already asked CRC for the same referrals.

I'd be happy to provide more information or look into specific consultants based on First 5 Napa's preferences or funding criteria.

Thanks so much for your time and consideration—I look forward to hearing your thoughts.

Warmly,  
Milli