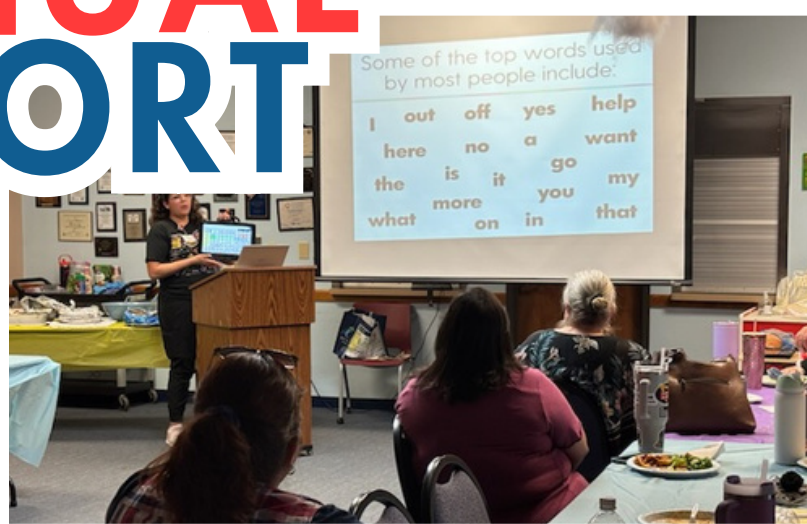




ANNUAL REPORT



WHO ARE WE

Our Mission

PdN Children's purpose is to develop the full potential of children with a full range of abilities and needs, recognizing their talents and differences.

Our Vision

PdN Children's is contributing to an inclusive world for all to flourish.

Our Values

- Our Clients
- Acceptance and Appreciation
- Being change agents
- A customized care work culture
- Financial Stewardship
- Delivering Quality Service Value
- The Family as an essential part of the Team
- Ethical Standards



Our Leadership Team



Alfonso Velarde
Chief Executive Officer
CEO



Laura Marquez
Chief Program Officer
CPO



Silvia Rodriguez
Chief Financial Officer
CFO

Board Officers

- Richard Martinez, President
- Charles Dodds, III, Vice President
- Valerie Auger, Secretary
- Steve Kontoulis, Treasurer

Board Directors

- Mark Anchondo
- Greg Boyer
- Mary Lou Camarena
- Monica Ramirez
- Bruce Yetter
- Jose Villanueva

Advisory Members

- Stacey S. Hunt Spier
- Britt L. Porter
- Zoe Tullis, M.D.

Letter from Our CEO...

In FY25, PdN Children's culminated a multi-year effort that was incredibly complex, hectic, tedious, and costly, yet amazingly rewarding. After three years of planning, design, construction, fundraising, and project leadership, PdN Children's-East came to fruition. The total cost of construction and land acquisition exceeded \$7 million. I am proud to say that all the funds needed for the project were raised without incurring debt, except for a forgivable loan from the City of El Paso. It is because of the tremendous support of the El Paso community that we were able to make this project a reality.

On March 1, 2025, PdN Children's-East opened its doors and began enrolling children in therapeutic, educational, and supportive services. We achieved our vision and created an expansion that serves children with disabilities and their families in far East El Paso, where the greatest number of children in our community reside. The effort was tremendously challenging, but the reward has been even greater. PdN Children's now provides services in the area of greatest need, creating lasting benefits for children, families, and the broader El Paso community.

While I focused on the construction project, PdN Children's staff and volunteers continued to deliver all our services at the Schuster facility without hesitation. Throughout this period, service delivery continued to grow, and our impact on the community became even stronger. I am immensely proud of the dedicated professionals and volunteers who perform miracles every day. Without their commitment and compassion, we could not make the difference we do in the lives of the children and families we serve.

With great honor, I present the FY25 Annual Report.

-Alfonso Velarde
CEO, PdN Children's



INCOME STATEMENTS

PASO DEL NORTE CHILDREN'S DEVELOPMENT CENTER AND AFFILIATE

CONSOLIDATED STATEMENT OF ACTIVITIES

Year Ended August 31, 2025

	<u>Without Donor Restrictions</u>	<u>With Donor Restrictions</u>	<u>Total</u>
Revenues and support:			
Client service revenue	\$ 1,130,830	\$2,151,777	\$ 3,282,607
Federal grants	2,744,322		2,744,322
State grants	2,662,303		2,662,303
Contributions	1,721,575		1,721,575
Employee retention credit	623,583		623,583
Registration fees	426,848		426,848
Other grants	262,893		262,893
Interest and dividends, net	256,764		256,764
Special events and fundraising	128,704		128,704
Unrealized gain on investments	90,842		90,842
United Way contributions	12,004		12,004
In-kind contributions	5,493		5,493
Realized loss on investments	(2,311)		(2,311)
Other income	<u>15,674</u>		<u>15,674</u>
Total revenues and support	10,079,524	2,151,777	12,231,301
Net assets released from restriction	<u>2,295,089</u>	<u>(2,295,089)</u>	
Total revenues, support and reclassifications	<u>12,374,613</u>	<u>(143,312)</u>	<u>12,231,301</u>
Expenses:			
Program services	9,023,662		9,023,662
General and administrative	1,621,926		1,621,926
Fundraising	<u>115,409</u>		<u>115,409</u>
Total expenses	<u>10,760,997</u>		<u>10,760,997</u>
Change in net assets	1,613,616	(143,312)	1,470,304
Net assets, beginning of year	<u>9,659,111</u>	<u>143,312</u>	<u>9,802,423</u>
Net assets, end of year	<u>\$11,272,727</u>	<u>\$</u>	<u>\$11,272,727</u>

BALANCE STATEMENTS

PASO DEL NORTE CHILDREN'S DEVELOPMENT CENTER AND AFFILIATE

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

August 31, 2025

ASSETS

Current assets:	
Cash and cash equivalents	\$ 3,576,073
Investments held in Foundation	1,172,198
Client receivables	410,270
Grants receivable	486,548
Pledges receivable	61,010
Prepaid expenses	<u>69,995</u>
Total current assets	5,776,094
Property and equipment, net	7,325,513
Operating lease right-of-use lease assets, net	5,629
Pledges receivable, net of current portion	<u>56,541</u>
Total assets	<u>\$13,163,777</u>

LIABILITIES AND NET ASSETS

Current liabilities:	
Accounts payable	\$ 158,838
Accrued expenses	624,396
Unearned revenue	102,510
Current maturities of operating lease liabilities	<u>3,855</u>
Total current liabilities	889,599
Forgivable loan	1,000,000
Operating lease liability, net of current maturities	<u>1,451</u>
Total liabilities	<u>1,891,050</u>
Net assets without donor restrictions	<u>11,272,727</u>
Total liabilities and net assets	<u>\$13,163,777</u>

FY 2026

FINANCIAL STATEMENTS

PASO DEL NORTE CHILDREN'S DEVELOPMENT CENTER AND AFFILIATE

CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES

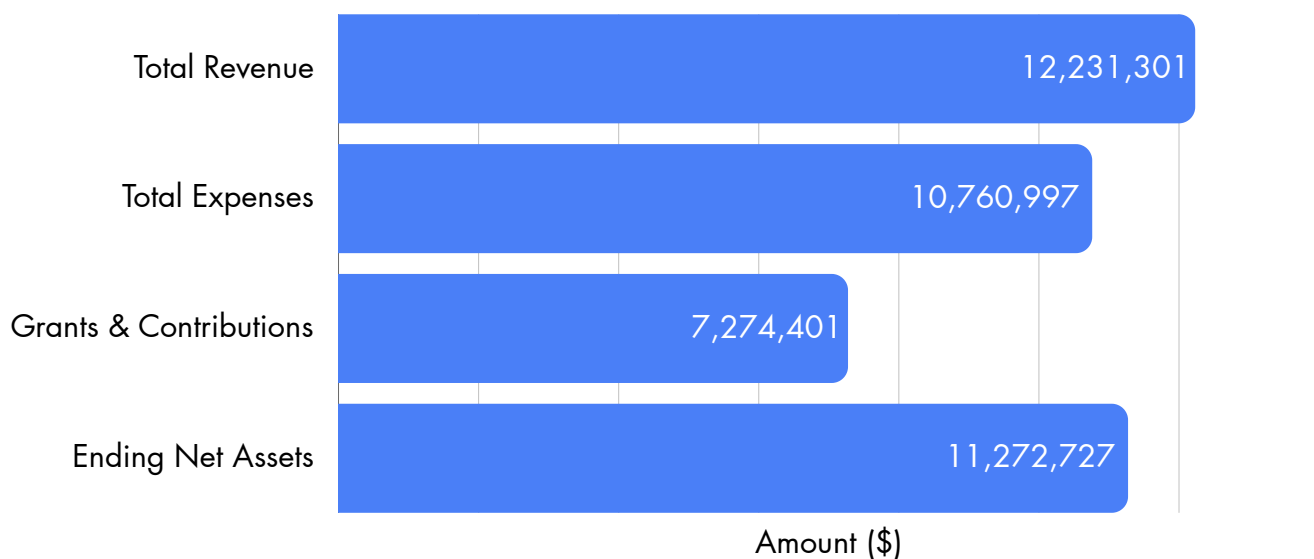
Year Ended August 31, 2025

	Early Childhood Intervention	Child Care	Community Resource Center	Applied Behavior Analysis	Pediatric Therapy	Help Me Grow	Total Program Services	General and Administrative	Fundraising	Total
Salaries and related expenses:										
Salaries and wages	\$ 3,818,621	\$ 755,632	\$ 367,712	\$ 912,565	\$ 376,873	\$ 214,651	\$ 6,446,054	\$ 645,016	\$ 19,455	\$ 7,110,525
Group health and life insurance	438,939	135,265	63,366	100,778	40,335	37,353	816,036	82,703	3,300	902,039
Payroll taxes	338,988	69,418	31,936	82,568	34,764	18,944	576,618	56,512	1,662	634,792
Total salaries and related expenses	4,596,548	960,315	463,014	1,095,911	451,972	270,948	7,838,708	784,231	24,417	8,647,356
Professional fees	79,128	1,473	12,742	46,611	33,478	20,387	193,819	312,968	253	507,040
Depreciation expense	10,415	158,478	1,440	336	948	2,160	173,777	119,390	408	293,575
Supplies	24,759	79,830	24,967	19,230	76,255	13,603	238,644	21,956		260,600
Travel	146,822	1,850	28,528	14,558	4,191	9,915	205,864	2,258	659	208,781
Maintenance and repair	89	6,931		3,063	1,550		11,633	137,084		148,717
Insurance								90,281		90,281
Fundraising expense									75,865	75,865
Contracted services	67,258		2,325		6,240		75,823			75,823
Utilities								62,228	293	62,521
Telephone	42,764	2,069	6,544	1,345	757	3,116	56,595	5,384	46	62,025
Professional development	8,358	5,048	7,658	7,268	5,637	7,660	41,629	3,334	43	45,006
Respite	4,438		37,440				41,878			41,878
Advertising	3,836	31,200					35,036	1,500	2,520	39,056
Basic needs support			30,447				30,447			30,447
Bank fees		158					158	29,410		29,568
Rent expense	18	6,119	3,473	743	307		10,660	1,226	10,051	21,937
Trainings and conferences	147	1,584	1,021				2,752	19,121		21,873
Staff recruitment	3,752	9,726		1,802	1,571		16,851	2,733		19,584
Printing and publications	11,751	2,214	1,525	117	95	77	15,779	1,595	5	17,379
Dues and subscriptions				7,945		3,116	11,061	3,519	750	15,330
Storage								12,611		12,611
Donated goods and services	\$	\$	\$ 5,493	\$	\$	\$	\$ 5,493	\$	\$	\$ 5,493
Postage and shipping	664	2,576	138	365	79	6	3,828			3,828
Licenses and permits		549					549	277		826
Scholarships			500				500			500
Miscellaneous expenses	1,155	677	8	548	177	9,613	12,178	10,820	99	23,097
Total functional expenses	\$ 5,001,902	\$ 1,270,797	\$ 627,263	\$ 1,199,842	\$ 583,257	\$ 340,601	\$ 9,023,662	\$ 1,621,926	\$ 115,409	\$ 10,760,997



IMPACT BY NUMBERS

In 2025, PdN Children's reported \$12,231,301 in total revenue and \$10,760,997 in expenses, resulting in a \$1,470,304 surplus. Grants and contributions totaled \$7,274,401, including funds raised during El Paso Giving Day. Ending net assets closed at \$11,272,727.

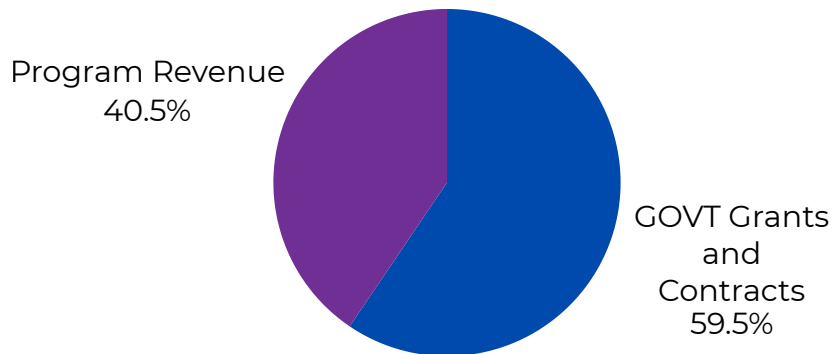


Here is a snapshot of our collective impact this year:

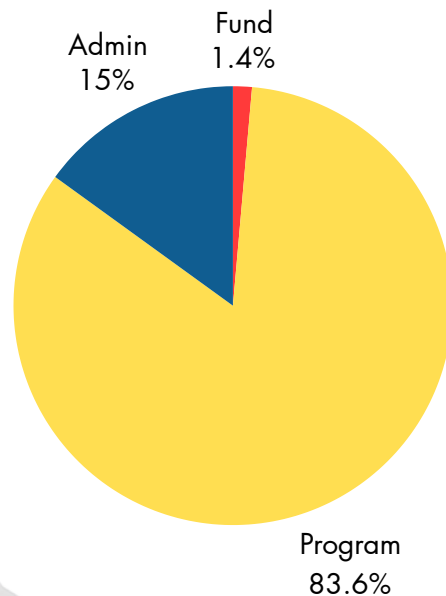
Total Revenue includes payments from public and private health insurance companies, child care fees, registration income, and third party billings for therapy.

Additionally, we received philanthropic donations from foundations, corporations, individuals, United Way and other similar sources.

REVENUE BREAKDOWN



EXPENSE BREAKDOWN



Programs & Accomplishments

With 6 established programs at PdN Children's, we connect families and guide them through their child's developmental stages.

Early Childhood Intervention (ECI): In-home & Parent coaching program with a focus on teaching families how to help their child reach their developmental milestones within their natural routines. Parents get a free developmental evaluation to determine eligibility and connection to the following therapies: Physical, Occupational & Speech Therapy, Hearing, Vision, and Nutrition Services. As parents are enrolled in ECI, they can also receive case management support to ensure the child receives well-rounded care. For all ECI information, visit testmytot.org

Achievements:

- **Total number of children served:** 1,612
- **Total hours of direct services delivered:** 22,089
 - (this includes: PT, OT, ST, SST & Nutrition services)
- **Total hours of Case Management Services delivered:** 7,184
- **Total number of miles driven to deliver services:** 198,578 mi.
- **Total number of ECI referrals received:** 1,570



Community Resource Center (CRC): At PdN Children's builds community capacity to support children with special needs through education, empowerment, support services, and awareness. Its programs, all free and based in El Paso County, include Information & Referral for connecting families to community resources, the bilingual Incredible Years parenting classes for parents of children ages 0–5, Leadership Academies offering ADHD and Autism parent education, Case Management for families of children and youth ages 0–20 with special healthcare needs, Respite Services providing short-term relief for caregivers of children ages 6 weeks to 21, Sibshops and Social Skills Groups that foster peer connections for siblings and youth, and the PAL Project, which builds self-advocacy skills in youth with disabilities.

Achievements:

- **Total number of children served: 665**
- **Total hours of direct services delivered: 1330 hrs.**
 - Number was calculated based on the length of classes which is on average 2 hours long.
- **Total hours of Case Management Services delivered: 786 hours**
- **Number of families enrolled in Case Management: 131 families**
- **Total number of miles driven to deliver services: 3921**
- **Total number of referrals received: 226**
- **Community Partners:**
 - CDIC (Children's Disability Information Coalition)
 - PEN Project, Autism Society,
 - Texas Tech Health Sciences Center,
 - Provident
 - S&S Contractors
 - Region 19
 - CRC Vending
 - Autism Hope
 - MCH
 - Communities in Schools
 - Wellpoint
 - Arc of El Paso
 - Empower Behavioral
 - ABC Therapy
 - Abrazos Therapy
 - Angels Mission
 - Emergence Health Network
 - Baylor Genetics Program
 - THINK Stem Camp
 - We Rock the Spectrum



Inclusive Early Learning Center (IELC): PdN Children's operates two Inclusive Early Learning Centers, one at 1101 E. Schuster and the other at 1410 Bob Hope. We have classrooms that provide a curriculum to an inclusive group of students. PdN Children's Inclusive Early Learning Center (IELC), the central location, is an operation licensed by Texas Health & Human Services (THHS) Child Care Licensing and accredited with a Maximum Four-Star rating by Texas Rising Star. We serve all children, with or without special needs, in an inclusive environment. We believe all children benefit from interactions with others who are different from themselves, learning to value different ideas, cultures, and people.

Achievements:

- **Total number of children served:**
 - Central: 118
 - East: 92
- **Total hours of direct services delivered:**
 - Central: 3,117 hrs.
 - East: 1,977 hrs.
 - **Total:** 5094 (that equates to the number of visits)
- **Collaborators:**
 - Alpine ISD
 - United Way
 - South West University Nursing School
 - Texas Tech Dental School



Applied Behavior Analysis (ABA): An evidence-based therapy for children and teens with autism. Clinic-based, bilingual therapists, daily on-site supervisors, and weekly parent training. Services span assessments, treatment planning, social skills, and adaptive living skills, delivered by Board Certified Behavior Analysts (BCBAs) and Registered Behavior Technicians (RBTs). Open to ages 3–15 via Texas Grant (uninsured families) or any age with private insurance.

Achievements:

Total number of children served:

- Central: 35
- East: 22
- Note: The patients are seen weekly, on going basis, throughout the year

Total hours of direct services delivered:

- Central: 1045 hrs.
- East: 727 hrs.
- **Total:** 1772 (that equates to the number of visits)

Total number of referrals received:

- Approximately 100

Collaborators:

- El Paso ABA
- Texas Tech University- El Paso





Pediatric Therapy (PTX): The Pediatric Therapy Team strongly believes in the parent-child relationship and recognizes that parents are their children's first and primary teachers. We focus on the following areas: Speech-Language & Auditory-Verbal Therapy, Feeding & Swallowing Therapy, and Assistive technology demonstrations.

Achievements:

Total number of children served:

- Central: 118
- East: 88
- Note: The patients are seen weekly, on going basis, throughout the year

Total hours of direct services delivered:

- Central: 3,117 hrs.
- East: 1,977 hrs.
- Total: 5094 (that equates to the number of visits)

Total number of referrals received:

- Approximately 350

Collaborators:

- El Paso Children's Hospital (EPCH)
- Regional Day School Program for the Deaf, E.P.I.S.D.
- Paso del Norte Health Foundation
- Desert Spoon
- Texas Technology Access Program at UT Austin
- Moleen Foundation

Help Me Grow El Paso (HMG-EP): One stop shop for all developmental resources. HMGEF provides free developmental monitoring & screening using the Ages and Stages Questionnaire, connecting Stakeholders (parents, caregivers) to resource navigation & care coordination to local resources. This year Help Me Grow EP launched Kindermusik classes around the city. Kindermusik classes increase family engagement and developmental through music and movement.

Achievements:

- **Total number of community visits:** 119
- **Total number of stakeholders reached:** 2193
- **Total number of stakeholders connected to resources:** 523 stakeholders
- **Kindermusik Events**
 - 6 events
 - 175 Parents
 - 192 Children
 - 40 ASQ screenings

Collaborators:

- La Nube
- Paso del Norte Health Foundation
- El Paso Public Libraries
- Texas Tech Physicians of El Paso - Pediatrics

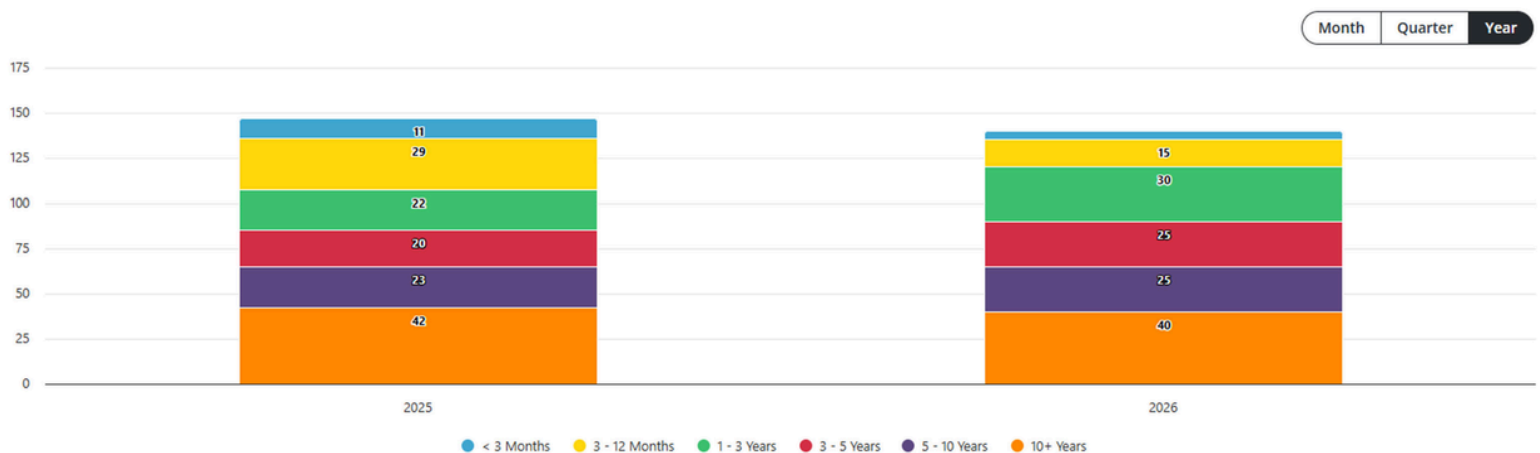




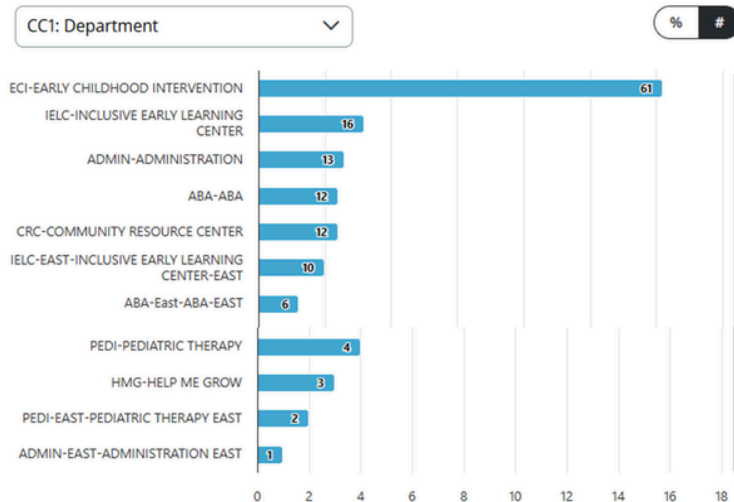
HR ACTIONS

PdN Children's continued investing in its staff this year, strengthening cross-departmental collaboration across all six programs. Our largest department is the Early Childhood Intervention (ECI), then our Inclusive Early Learning Center (IELC) where majority of our staff is full time. Our center runs year round to support our community in all developmental needs.

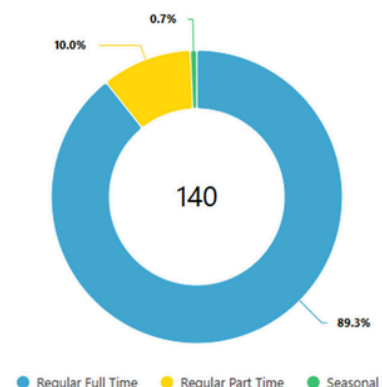
Tenure Over Time



Active Employees



Employment Type



Parent Quote

Since we started attending feeding therapy sessions, we have seen an improvement in Emilia. **Transitioning from tube feeding to oral feeding wasn't easy, but now she is so confident and independent when she eats. It's a significant accomplishment.** Yasmin has been a fundamental part of this journey; her patience, encouragement, and knowledge have made Emilia and me feel comfortable with mealtime and new goals.

-Pediatric Therapy Parent

Looking Ahead to 2027

In 2025, we developed our next 5-year Strategic Plan. Our plan focuses on program growth, organization growth, branding and updating our technology. We want to take a close look at each of our programs to identify and strategize how we can create greater efficiency while growing our community impact. Our goal is to ensure we reflect our deep commitment to responsible stewardship so that every dollar entrusted to us and every effort we make to deliver services, creates the greatest possible impact for the people in our region.

We will strengthen long-term financial sustainability by enhancing revenue collection through improved billing and financial oversight, while maintaining the highest quality of service. Through these efforts, we aim to ensure that more resources are directed to our mission-driven programs. This goal reflects our deep commitment to responsible stewardship, so that every dollar entrusted to us creates the greatest possible impact for the communities we serve.



📍 Central Location: **1101 E. Schuster, El Paso, TX 79902**

📍 East Side Location: **1410 Bob Hope, El Paso, TX 79936**

☎ **915-544-8484** | **PdNChildrens.org**