

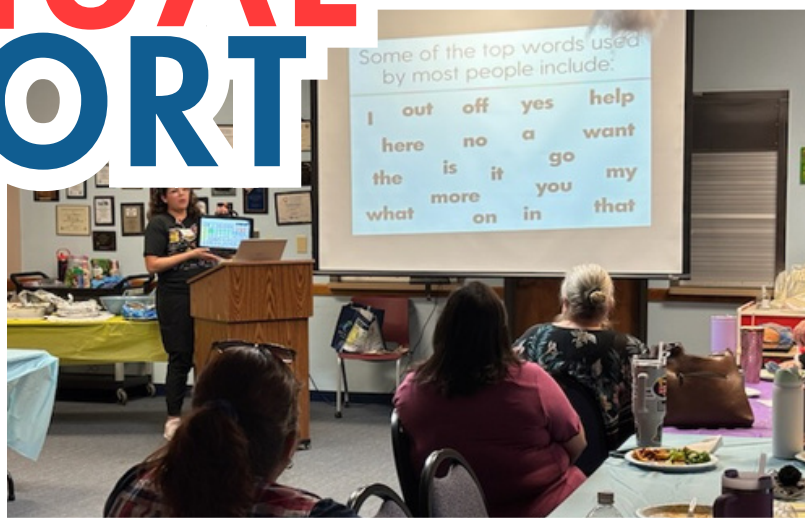





CHILDREN'S

# 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



**Laura Marquez**
Chief Program Officer



**Silvia Rodriguez**
Chief Financial Officer

# 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 STATEMENT

**PASO DEL NORTE CHILDREN'S DEVELOPMENT CENTER AND AFFILIATE**

**CONSOLIDATED STATEMENT OF ACTIVITIES**

**Year Ended August 31, 2025**

| | Without Donor Restrictions | With Donor Restrictions | Total |
|---|---|---|---|
| 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 | 15,674 | | 15,674 |
| Total revenues and support | 10,079,524 | 2,151,777 | 12,231,301 |
| Net assets released from restriction | 2,295,089 | (2,295,089) | |
| Total revenues, support and reclassifications | 12,374,613 | (143,312) | 12,231,301 |
| Expenses: | | | |
| Program services | 9,023,662 | | 9,023,662 |
| General and administrative | 1,621,926 | | 1,621,926 |
| Fundraising | 115,409 | | 115,409 |
| Total expenses | 10,760,997 | | 10,760,997 |
| Change in net assets | 1,613,616 | (143,312) | 1,470,304 |
| Net assets, beginning of year | 9,659,111 | 143,312 | 9,802,423 |
| Net assets, end of year | $11,272,727 | $ | $11,272,727 |

# BALANCE SHEET STATEMENT

**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 | 69,995 |
| 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 | 56,541 |
| Total assets | $13,163,777 |

## LIABILITIES AND NET ASSETS

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

# FY 2025 OPERATING EXPENSES

**PASO DEL NORTE CHILDREN'S DEVELOPMENT CENTER AND AFFILIATE**

**CONSOLIDATED STATEMENT OF FUNCTIONAL EXPENSES**

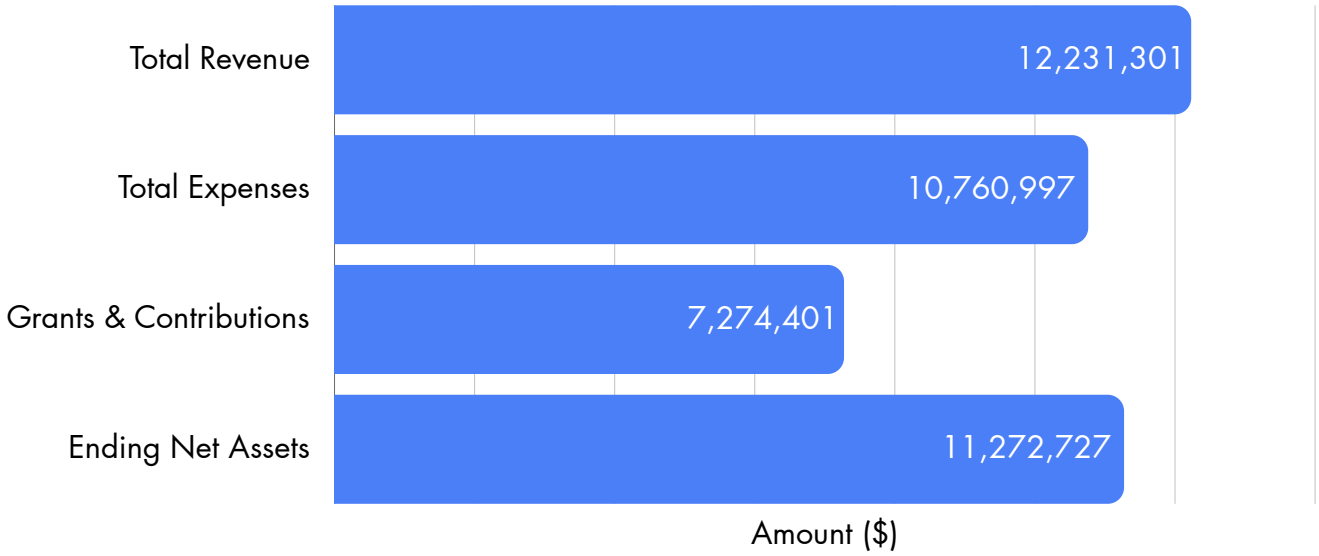
**Year Ended August 31, 2025**

| | 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.

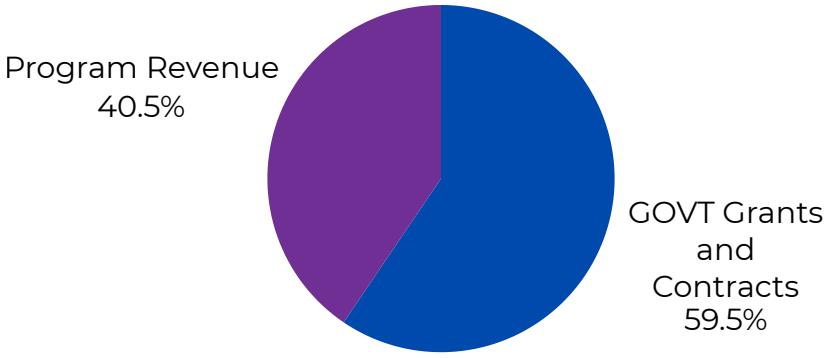


**Here is a snapshot of our collective impact this year:**

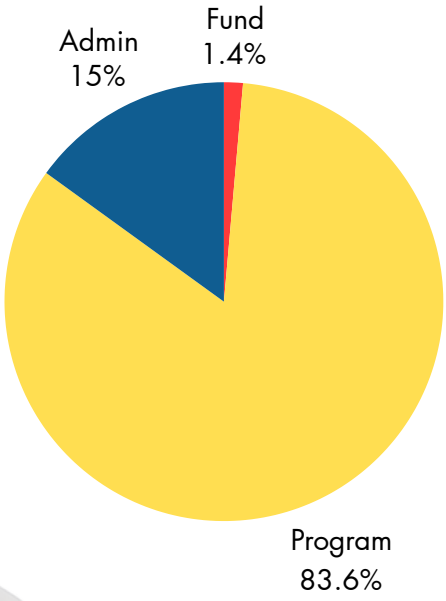
Total Revenue includes payments from public and private health insurance companies, child care fees, registration income, and third party billings for therapy.

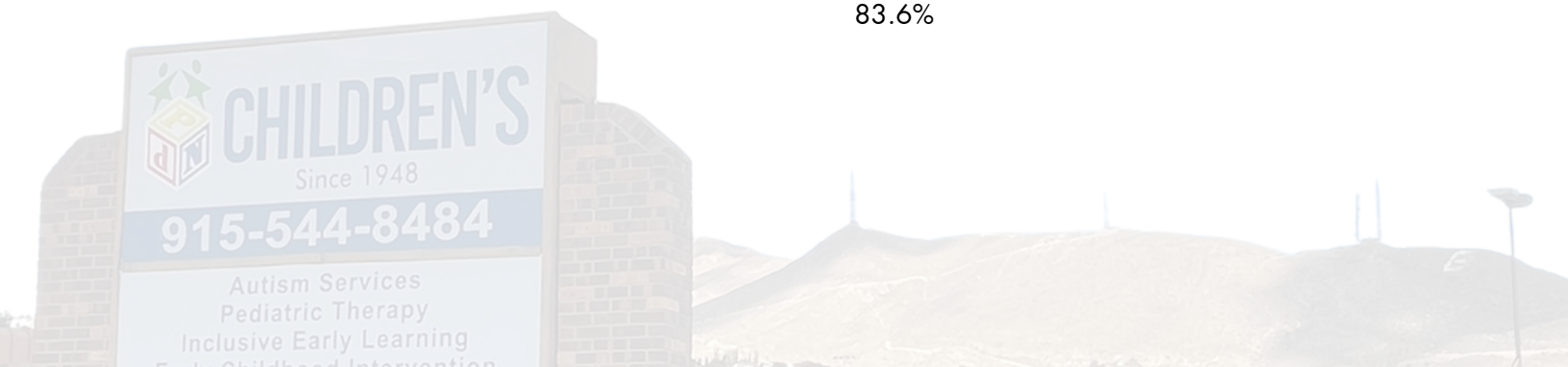
Additionaly, we received philanthropic donations from foundations, corporations, individuals, United Way and other similar sources.

## 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):** As 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. HMGEP 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

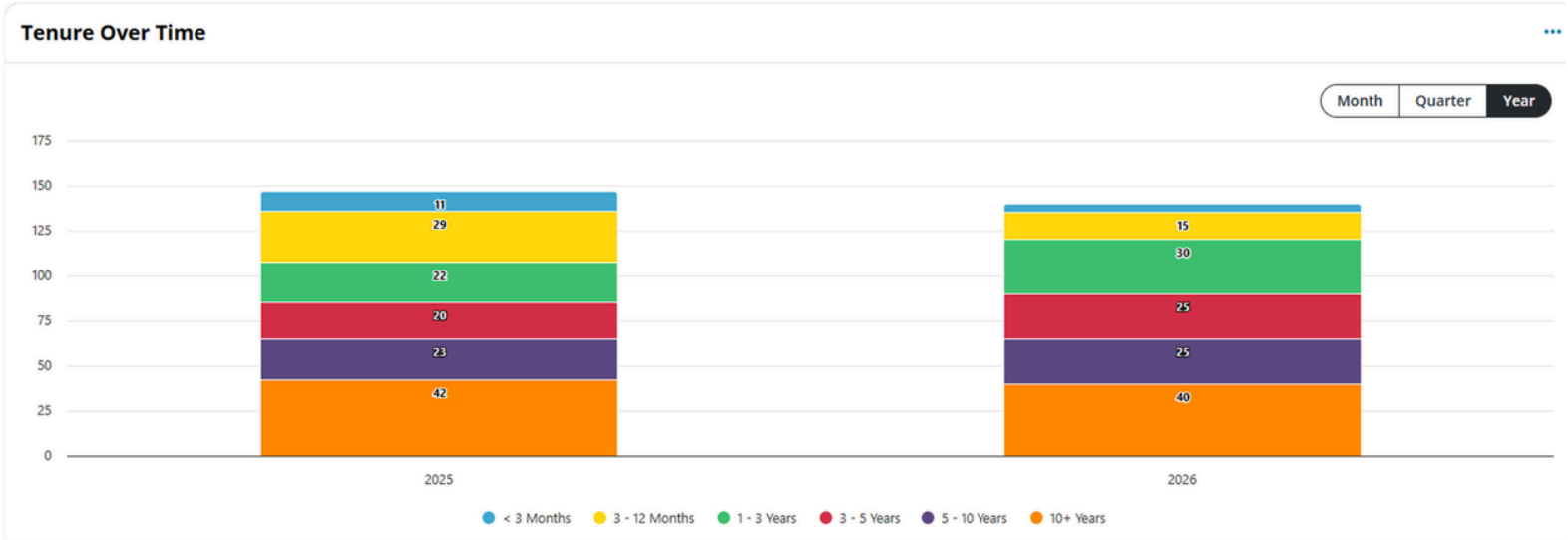


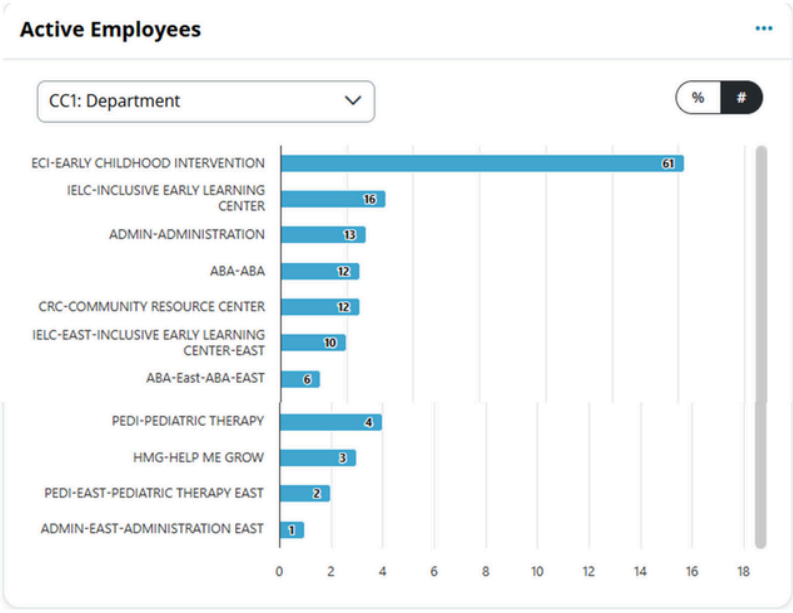


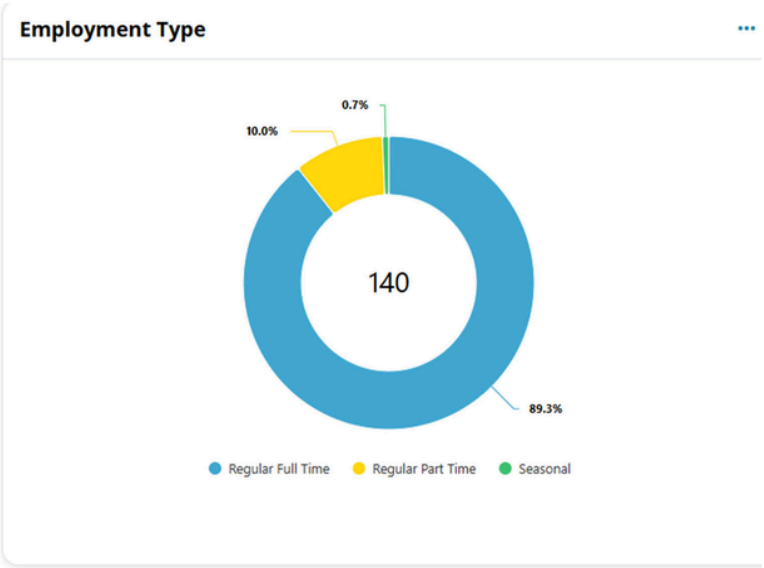


# HR ACTIONS

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 marjority of our staff is full time. Our center runs year round to support our community in all developmental needs.



# 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.



# CHILDREN'S

Central Campus:
1101 E. Schuster, El Paso, TX 79902

East Campus:
1410 Bob Hope, El Paso, TX 79936

915-544-8484

www.PdNChildrens.org

@PdNChildrens




PdNChildrens.org