

	Any Baby Can
Application Completeness Check for 2026 HSAB Funding	Early Childhood Intervention
Amount Requested	\$35,000
Questions	
Are all questions answered?	yes
Is the application signed? (this is a certification)	yes
Does the program have measurable outcomes?	yes
Is the agency a Human Services Agency?	yes
Is the agency overseen by a Board of Directors?	yes
Required Attachments	
BUDGETS	
1. Program budget for current fiscal year	Yes
2. Program budget proposed for next fiscal year	Yes
3. Budget showing the exact uses of the HSAB funding, to be included in the contract	Yes
BOARD OF DIRECTORS INFORMATION	
4. Board of Directors membership roster	Yes
5. Board of Directors City of Residence	Yes
6. Board of Directors Meeting Attendance Record	Yes
7. Board of Directors membership criteria	Yes
ORGANIZATION INFORMATION	
8. Current IRS Form 990, pages 1 and 2 (not required for churches)	Yes
9. Non-discrimination policy statement	Yes
PROGRAM INFORMATION	
10. Final Performance Report for 2024 Funding (if funded)	Yes
11. Letters of support for the program - how many	4 letters
12. Policies and Procedures for the proposed Program, if available	Yes



City of San Marcos Human Services Grants
FY2026 Application

I. SUMMARY INFORMATION

Please spell out organization name and program name completely, without acronyms.

Applicant Organization: **Any Baby Can of Austin, Inc.**

Contact Name: **Terry Arguello**

Telephone: **[REDACTED]**

Contact E-Mail Address: **[REDACTED]**

Website: **www.anybabycan.org**

Mailing Address: **Village of San Marcos, 215 South Reimer Avenue Suite 110, San Marcos, Texas 78666**

San Marcos Service Address for this Program: **215 South Reimer Avenue Suite 110, San Marcos, Texas 78666**

Who is authorized to execute program documents? (Name, Title) **Veronda L. Durden, President and CEO, Natalie Russell, Chief Financial Officer, Guillermo Lopez, Senior Program Officer, Early Childhood Intervention Program.**

Program Name: **Early Childhood Intervention Program (ECI)**

Amount of Funds Requested: **\$35,000**

What percentage of the cost of this program is requested as funding through this application? **Less than 1%**

(35,000/8,003,560 = .44%).

II. QUESTIONS

All questions must be answered. Please type your answers. Application evaluations will be based on, but not necessarily limited to the criteria stated in each section.

OVERVIEW

1. Summarize the program for which funding is being requested, the services it provides, and the clients it serves.

Early Childhood Intervention (ECI) is a statewide program within the Texas Health and Human Services Commission (HHSC). Any Baby Can has been a premier provider of ECI services in Central Texas for over 35 years, serving thousands of children and families. ECI serves families with children from birth to 36 months with a medically diagnosed condition, auditory or visual impairment, or a developmental delay. ECI's philosophy is that the most effective time to improve a child's ability to grow and learn is before the age of three. Program services are delivered in the child's natural environment (e.g., home or childcare) and in a culturally competent manner.

Any Baby Can/ECI staff work closely with other agencies to achieve the best possible system of support for individual clients and families to facilitate transitions between program services and education services, as needed. Every family has a designated Case Manager assigned to coordinate appropriate services and resources navigation.

Services can include, but are not limited to:

- Comprehensive assessments using the Battelle Developmental Inventory Third Edition (BDI 3) or Developmental Assessment of Young Children Second Edition (DAYC 2) to identify specific developmental delays and determine eligibility criteria.
- Specialized Skills Training (SST), which are rehabilitative services to help promote appropriate age development. Early Intervention Specialists (EISs) provide skills training and teach compensatory skills to correct deficits that directly result from medical, developmental, or other health-related conditions.
- Specific Discipline Therapies (speech, physical, or occupational) that focus on a child's deficit depending on the child's individual needs.
- Case Management services that help families gain access to needed services, resources, and support.
- Transition Services to support the child and family transition to special education services and other settings as appropriate for children leaving/exiting ECI at age 3.
- Auditory and Visual interventions for the deaf or hard of hearing (DHH) and visually impaired children.

The agency also provides wrap-around services including counseling services and crisis assistance (basic needs support and case management services) to better support family needs.

COMMUNITY NEED AND JUSTIFICATION –15 POINTS

Evaluation: documentation and justification of the need for the program in the City of San Marcos.

1. Describe in detail the need for this program in San Marcos.

There is a growing need for Early Childhood Intervention services because of the increasing number of children identified with developmental delays and disabilities in Hays County and across Texas, the number of economically disadvantaged children who are falling behind academically, and the growing population of children in the San Marcos / Hays County area.

- The demand for ECI services continues to grow. In 2023, 96,556 Texas children were referred to ECI services and 67,512 (70%) were eligible. Referrals have grown 12% since 2021 with average eligibility of 71%. Of those eligible in 2023, 84.8% had developmental delays (70.4% had more than one area of delay), 14% had a medical diagnosis (e.g., congenital or chromosomal anomalies), and 1.1% had auditory and/or vision impairments. Males (63.6%) received more ECI services than females (36.4%), as did Hispanic children (54.8%).
- Any Baby Can's program data also shows a growing need for ECI services. From 2021 to 2024, the number of ECI-eligible children in Hays County grew by 31% (439 to 577). In 2024, Hays County children accounted for 36% of all ECI clients served in Any Baby Can's Central Texas service area.
- The Texas Education Agency indicates that 49% of Hays County students (2023-24) are economically disadvantaged and 51.5% at risk of dropping out. As early as 18 months, low-income children begin to fall behind in vocabulary development and other skills critical for school success. (Campaign for Grade-Level Reading). The 2024 Hays CISD standardized test scores reflect that only 40% of economically disadvantaged students "meet grade level or above" for Grade 3 reading.
- Of the fastest-growing U.S. counties with a population of 100,000 or more, Hays County took the 3rd spot nationally with 26% growth from 2019-2023 according to U.S. Census data. In 2024, US Census data shows that 5.7% (16,645 children) of the Hays County population (292,029) were below age five.
- Children who are affected by critical illness (e.g., cancer and heart disease) are inherently at risk for developmental delays because of the illness itself, the physical impact of medical treatments, and prolonged hospital stays. Children who have disabilities are 1.6 times more likely to be physically abused than children without disabilities.

2. Has the need for this program been increasing in recent years?

Yes! The need for ECI services has been increasing across the state, the Texas Health and Human Services Commission (HHSC) reports a growth of twelve percent (12%) from 2021 to 2023 (October – September, respectively). In addition, Any Baby Can's ECI program shows a significant increase in children served.

Seventy-three (73) San Marcos clients were served in calendar year 2021, 159 in 2022, 150 in 2023, and 141 in 2024. For two years, ECI has more than doubled the number of clients served in 2021. From January 1, 2025, to June 30, 2025, our ECI program has served 101 children and is on pace to assist 165 San Marcos children and their families in 2025.

We are also seeing increases in our population served because of our early outreach efforts and the potential years of intervention required for children in our care. Our ECI Child Find Coordinator, Early Interventionists, and Therapists connect with hospitals, clinics, doctors, collaborators, and other community providers to identify, enroll, and serve all ECI-eligible children in our service area. Seventy-five percent (75%) of our referrals come from medical professionals (64%) and other community agencies (11%). The earlier we serve children the greater the return on investment (Special and elementary education and workforce) for the communities we serve (please see Impact and Cost Effectiveness below).

IMPLEMENTATION –15 POINTS

Evaluation:

- *The application demonstrates that resources needed to manage the proposed program are available and ready.*
- *Applicant has clearly defined objectives focusing on results and measurable outcomes vs. only program activities descriptions and numbers served.*
- *Past performance of programs funded by Human Services Grants has met expectations.*

1. Are all resources in place to be able to implement this program? If not, what is missing?

Yes, this is an ongoing program with a full team serving the City of San Marcos residents.

Early Intervention Specialists (5) - Provide Case Management and Specialized Skills Training services to promote age-appropriate development.

Speech Language Pathologists (2) - Provide evaluation and speech therapy services for the habilitation, rehabilitation, or prevention of communication or language disorders.

Motor Therapists (2) - Provide evaluation and physical/occupational therapy services in fine and gross motor skills.

In 2025, Any Baby Can was awarded a five-year contract from the Health and Human Services Commission to continue Early Childhood Intervention services in Hays County, includes San Marcos.

2. What specific, measurable outcomes or results do you hope to achieve with this program?

Any Baby Can's Early Childhood Intervention program has the following measurable outcomes it expects to achieve.

- 165 ECI clients from San Marcos will be served.
- 11,000 service hours will be delivered by ECI (assessments, evaluations, therapy, case management, etc.)
- 75% of ECI clients will meet at least 75% of their planned goals at program exit as established in their Individualized Family Service Plan.
- 80% of ECI families will indicate at program exit, improvement in at least one domain (social emotional, knowledge and skills) of the Federal Child Outcomes Summary.

Our August 2024 ECI Local Program Performance Report showed that we exceeded statewide performance in every developmental category including Positive Social-Emotional Skills, Knowledge and Skills, and Appropriate Behaviors for interim and exit scores.

3. If funding is not available at the requested amount, what is the minimum Human Services Grant funding needed to be able to run this program?

While Any Baby Can will be grateful for any support it may receive from the City of San Marcos, our \$35,000 grant request is essential as we work to close the large gap in funding between what the Texas Health and Human Services Commission reimburses for ECI services and what it costs the Any Baby Can's ECI program to serve San Marcos children and their families. The program also has increasing expenses related to retaining our highly skilled professional and therapeutic staff, account for inflation increases, and the increased cost of living in Central Texas.

The ECI program is mandated to evaluate all children who are referred for services and are required to serve all eligible children, regardless of the state's ability to reimburse the agency for the ECI services provided.

IMPACT AND COST EFFECTIVENESS –15 POINTS

Evaluation:

- *impact on the identified need*
- *implementation costs compared to impact*
- *use of available resources (financial, staff, volunteer)*
- *impact compared to other applicants*

1. Programs can provide value by deeply impacting the lives of a few, with effects that may ripple through generations, or by providing smaller but meaningful impact to a larger group. Describe in detail the impact this program will have on the identified need and on San Marcos residents.

Any Baby Can's Early Childhood Intervention (ECI) program has been helping children in Central Texas reach their full potential for 46 years! By supporting parents, giving them knowledge and skills, and promoting child development through coordinated services, our interventionists and therapists have seen many children advance beyond their original diagnosis. The Texas Early Childhood Intervention office states that "ECI's evident based practice of helping families incorporate intervention strategies into daily routines:

- Increases children's rate of growth in key development areas
- Multiplies the opportunities and effects of intervention
- Increases the return on every dollar spent"

The case for the benefits of ECI is strong. Studies have found that children who participate in high-quality early intervention/early childhood development programs tend to have:

- Less need for special education and other remedial work.
- Greater language abilities.
- Improved nutrition and health.
- Decreased instances of child abuse and neglect.

The Center on the Developing Child at Harvard University (2010) states that, "Neural circuits create the foundation for learning, behavior, and health. These circuits are most flexible from birth to 3. High-quality early intervention services can change a child's developmental trajectory and improve outcomes for children, families, and communities. Intervention is likely to be more effective and less costly when it is provided earlier in life rather than later. Early social/emotional development provides the foundation upon which cognitive and language skills develop."

The National Early Intervention Longitudinal Study (NEILS) tracked children with a developmental delay and found that 46% did not need special education by the time they reached kindergarten because of early intervention services. Texas was part of the sample in the NEILS. Results of the NEILS indicate:

- 36% had no disability and were not receiving special education services.
- 10% were reported to have a disability but were not receiving special education.
- 54% were receiving special education services.

Return on Investment (ROI) and Early Childhood Intervention economic analysis demonstrates that programs that intervene early to improve child outcomes have returns on investment from \$2.50 to \$17.07 for every dollar spent on early intervention services. (DC Action for Children, US Chamber of Commerce – Institute for a Competitive Workforce) A cost-benefit study published in the Journal of the American Medical Association (JAMA, May 2001) showed that an early intervention program costing \$6,730 per child produced a return on investment of \$47,759 for every child. This calculates to a return of \$7.10 for every dollar invested in societal costs for expenses such as special education services and children repeating grades. Similar services for 2nd and 3rd graders showed a return of only \$1.66 for every dollar invested. On average, Any Baby Can's ECI program costs \$4,531 per child. This cost, multiplied by our goal of 165 children served, is \$692,175 and produces a return of investment (when multiplied by the average ROI of \$9.80) for the City of San Marcos of \$6,783,315. Early intervention is an essential service for every child in every community!

When children participate in ECI programs or overcome developmental delays or disabilities, families, and communities benefit in the following ways:

- Parents are empowered to support their child's/children's development and education.
- Family members have less stress in their homes (caused by illness, appointments, costs, and anxiety).
- Parents can more evenly support the needs of all their children.
- Adults can work or spend more time at work (which improves the local economy).
- Children and siblings participate more fully in school activities.
- Families can contribute to and attend community events and activities.
- There is an overall increase in the current workforce capacity for parents and future education and workforce capacity for children.

2. Briefly describe other funding sources, volunteers, or in-kind donations that will be used with this program.

To sustain the ECI program, in 2025 Any Baby Can received a five-year contract with the Texas Health and Human Services Commission to serve Hays County. Since this contract only pays for a portion of the program costs, Any Baby Can must seek reimbursement from clients' private insurance and Medicaid, and solicits funds from the City of Buda, the Austin Community Foundation, The Harry E. and Eda L. Montandon Charitable Trust, and the Anderson Charitable Foundation. In addition, Any Baby Can continually seeks contributions from other foundations, corporations, and individual donors.

Other ongoing efforts include increased meetings with potential and current funders, office tours, and home visits with individuals and foundation representatives to increase funding. Attending home visits helps individuals better understand our services, experience the impact of early childhood intervention/education, and recognize the circumstances that affect children's health and home environments. In addition, in 2025 Any Baby Can's Family Support Services team initiated a Poverty Simulation training for staff, board, and community members. This training allows participants to feel and understand the stress and difficulties many of our families face as they try to meet their families' needs for food, housing, infant and healthcare items, childcare, and other basic needs.

3. How many total annual unduplicated direct clients is this program expected to serve? What percentage will be San Marcos residents?

The goal for the total number of children served by Any Baby Can's Early Childhood Intervention program in one year is 1,400. This number is determined by a contract with the Texas Health and Human Services Commission. ECI programs are mandated to serve all clients referred to them, even if referrals exceed the contracted amount.

Any Baby Can estimates that it will serve 165 San Marcos residents or 12% of ECI's total expected goal.

COMMUNITY SUPPORT – 15 POINTS

Evaluation:

- *A minimum of three letters of reference that indicate strong local support for the program and the agency's ability to implement it as described in the application. Letters must be in support of the specific program requesting funding, not the agency as a whole. Letters will preferably be from San Marcos residents as well as direct clients of the program.*
- *Evidence that volunteers play a vital role in the program or agency's operation.*
- *Evidence that board members are actively involved in and supportive of the agency*

1. What actions do Board members take to support the programs of the agency?

The Any Baby Can Board of Directors consists of 24 community volunteers who are professionals, program parents, and community advocates. Four of our current board members were former clients with three receiving ECI services. One is our current Board Chair, and another is the Information Technology Committee Chair. Board members, of which 54% have lived experiences compatible with Any Baby Can's mission, also participate in our programs services committee helping review and guide program services.

Board members also bring their areas of expertise to help our agency achieve success. For example, the board consists of doctors who are familiar with developmental, mental, and physical health issues affecting children and families, financial managers who guide the Chief Financial Officer in monitoring agency revenues, expenditures, and agency investments, attorneys who assist with employee and other legal matters, and community leaders who advocate for children and families. In addition to board meetings, the Finance Committee meets monthly, the Executive and Development Committees meet seven times per year, and the Program Advocacy Committee meets quarterly.

2. Briefly describe the number and role of volunteers in the program or agency's operation.

Any Baby Can has approximately 300 volunteers each year. Volunteers serve on our board of directors, assist with programming (i.e., Mother's Day events and graduations) and fundraising events, help maintain our facilities, provide childcare for parenting classes, use their skills to make items for families (i.e., knitted or sown blankets, infant clothing, or tote bags to carry toys), and other activities. Volunteers also support program initiatives such as the Adopt-a-Family Campaign gathering personal and household items and toys for families during the holidays.

The Hays County (Homespun) Community Advisory Board, which includes approximately 10 yearly members meets regularly to plan and staff community events and assist with community awareness of the program. These volunteers are estimated to provide an additional 30 volunteer hours per year to San Marcos residents. We project that these volunteer efforts total at least 130 hours each year.

COUNCIL PRIORITIES - 30 POINTS

1. How long has this program served San Marcos residents? (10 points if at least 2 years)

The Any Baby Can Early Childhood Intervention (ECI) program has served San Marcos children and families since October 2017. The Texas Health and Human Services Department ECI program has been serving San Marcos for over 35 years and transitioned the ECI program from Homespun to Any Baby Can in 2017.

2. Does the agency have an office in San Marcos? (10 points if it does)

Yes, Any Baby Can has an office in San Marcos. It is located with many other social service organizations at: 215 South Reimer Avenue, Suite 110, San Marcos, Texas 78666.

3. Describe how this funding will create an increase in services or an increase in the number of people served. (10 points if creates an increase)

The goal for the total number of children served by Any Baby Can’s Early Childhood Intervention program in one year is 1,400. This number is determined by a contract with the Texas Health and Human Services Commission. ECI programs are mandated to serve all clients referred to them, even if referrals exceed the contracted amount.

RISK - 10 POINTS

1. **How many years’ experience does the agency have in implementing a program of this size and complexity? (5 points if more than 5 years)**

Any Baby Can has provided developmental services to Central Texas children with developmental delays and disabilities and their families for over 46 years. Our ECI program (35 yrs.), Parents as Teachers (PAT, 45 yrs., Blue Ribbon Affiliate), and Nurse-Family Partnership (NFP, 14 yrs.) with proven expertise in home visitation, prenatal and parenting education, and early childhood development, have impacted the lives of thousands of Central Texas children and their families. All programs have successfully implemented research or evidence-based programming with fidelity. ECI is committed to providing the highest quality services to children and families. Our August 2024 ECI Local Program Performance Report showed that we exceeded statewide performance in every developmental category (Positive Social-Emotional Skills, Knowledge and Skills, Appropriate Behaviors – interim/exit scores).

2. **What percentage of the program’s funding is non-City? (5 points if at least 50%)**

The total program budget is \$8,003,560 and this request is \$35,000 which accounts for .44% of the total ECI budget. Over 99% of the remaining budget is supported by non- City of San Marcos funding. While a small percentage, City of San Marcos funding is critical for supporting the early intervention services for young children in San Marcos.

III. FUNDING RESTRICTIONS

By signing this application I certify the following to be true:

1. All Human Services Grant funding will be spent on San Marcos residents, except for school-based programs, in which case it may be spent within the San Marcos Consolidated Independent School District boundary.
2. Funding requested is not more than 50% of the total funding for the agency.
3. Funding will not be used to fund more than 20% of a full-time position.
4. Agency has been in existence for at least 2 years. (This can include serving communities other than San Marcos.)

SUBMITTAL APPROVED BY:

Veronda L. Durden

Signature

July 17, 2025

Date

Veronda L. Durden

Printed Name

President and CEO

Title



HUMAN SERVICES ADVISORY BOARD GRANT QUARTERLY PERFORMANCE REPORT

Agency Name: Any Baby Can

Program Name: Early Childhood Intervention program (ECI)

Program Year: 2024

Reporting Period: (check one)

- ☐ January through March (due April 30)
- ☐ April through June (due July 31)
- ☐ July through September (due October 31)
- ☒ XX October through December (due January 31)

Submit report to: [REDACTED]

PROGRAM STATUS

Please provide a written description of actions taken this period and how they helped achieve your program goals.

Any Baby Can ECI Program during the last quarter 2024 quarter in the City of San Marcos:

- Served 141 families.
- Provided 640 service hours which includes: comprehensive assessments, specialized skills trainings, evaluations, auditory and vision interventions, therapies, and case management.
- 75% clients has met their planned goals at program exit as established in their Individualized Family Service Plan.
- 100% of clients has improved in at least one domain (social emotional, knowledge and skills) of the Federal Child Outcomes Summary.

PROGRAM BENEFICIARIES

For the program that received HSAB funding, please report either number of unduplicated individuals served or number of unduplicated households served.

Check one: _____ Unduplicated Individuals X Unduplicated Households

	Jan-Mar	Apr-Jun	Jul-Sep	Oct-Dec	Year to Date
Total Served	■	■	1434	1634	1634
San Marcos Residents Served	83	103	123	141	141
% San Marcos Residents	9%	9%	9%	9%	9%

PROGRAM EXPENDITURES

For the final report of the year, please provide a bulleted list that briefly summarizes how the HSAB funding was spent.

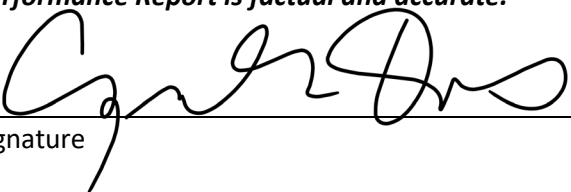
The HSAB funding for 2024 was strategically invested to achieve organizational goals and deliver tangible results as:

- A. Serving 141 families
- B. Providing 2647.75 service hours
- C. Achieving 75% of the developmental goals planned in the treatment plan
- D. 100 % of clients improved in at least one developmental domain.

Transparent and accountable use of funds remains a priority, maximizing impact and driving positive change

Certification:

I certify that to the best of my knowledge and belief the information reported in this Quarterly Performance Report is factual and accurate.



Signature

Cynthia Quinones

Printed name

2/6/2025

Date

Any Baby Can ECI Deputy Director

Title

Any Baby Can of Austin, Inc.
Early Childhood Intervention
FY 2025 Program Budget
Sept. 1, 2024 - Aug. 31, 2025

REVENUES	Total
Philanthropic	151,246
Contract Revenue	4,402,132
Medical Claims	2,440,700
TOTAL REVENUE	6,994,078
EXPENDITURES	
Personnel	6,437,010
Communication	62,816
Staff Development & Licensure	38,949
Travel	185,290
Professional Fees & Contracts	245,631
Supplies and Materials	50,987
Agency Memberships & Site Fees	2,007
Furnishings, Equipment & Technology	154,423
Occupancy	63,166
Client Assistance	7,231
Business Expense	81,363
Depreciation Expense	47,334
TOTAL EXPENDITURES	7,376,207
REVENUE / EXPENDITURE	(382,129)



Any Baby Can of Austin, Inc.
Early Childhood Intervention Program
FY 2026 Budget
Sept. 1, 2025 - Aug. 31, 2026

Budget Category	Amount
Revenues	
Philanthropic	245,000
Contract Revenue	4,967,764
Medical Billing	2,500,000
Total Revenues	\$ 7,712,764
Operating Expenditures	
Personnel	6,936,246
Communication	64,964
Staff Licensure & Development	40,133
Travel	191,865
Prof. & Consultant Fees	227,000
Supplies and Materials	51,192
Agency Memberships & Site Fees	2,036
Furnishings, Equip & Tech	283,155
Occupancy	64,235
Client Assistance & Support	7,231
Business Expense	88,042
Depreciation	47,462
Total Expenditures	\$ 8,003,560
Revenue over Expenditures	(290,796)

Any Baby Can of Austin, Inc.
Early Childhood Intervention Program
FY 2026 Budget
Sept. 1, 2025 - Aug. 31, 2026

Budget Category	Amount	COSM Request
Revenues		
Philanthropic	245,000	
Contract Revenue	4,967,764	35,000
Medical Billing	2,500,000	
Total Revenues	\$ 7,712,764	\$ 35,000
Operating Expenditures		
Personnel	6,936,246	35,000
Communication	64,964	
Staff Licensure & Development	40,133	
Travel	191,865	
Prof. & Consultant Fees	227,000	
Supplies and Materials	51,192	
Agency Memberships & Site Fees	2,036	
Furnishings, Equip & Tech	283,155	
Occupancy	64,235	
Client Assistance & Support	7,231	
Business Expense	88,042	
Depreciation	47,462	
Total Expenditures	\$ 8,003,560	\$ 35,000
Revenue over Expenditures	(290,796)	

Funding will be used for direct service staff (personnel) serving San Marcos residents. These positions include Early Intervention Specialist (5), Speech Language Pathologist (2), and Motor Therapist (2). The amount requested will not fund more than 20% of any full-time position and represents .44% of the ECI program budget.

Any Baby Can's FY 2025 agency budget is \$15,374,344. This \$35,000 request is .23% of the agency budget, yet critical for supporting ECI services for young children and families.

Any Baby Can of Austin, Inc.

Board of Directors

FY 2025

(Sept. 1, 2024 – Aug. 31, 2025)

Zeena Querbach, Chair

Marisol (Madi) Rawlins, Past Chair

Brett Rodgers, Vice Chair

Nancy Harris, Treasurer

Greg Van Wyk, Secretary

Name	Address	Committee	Job Title
Alexandria Robertson	[REDACTED] Round Rock, TX 78681 [REDACTED]	Finance Audit Investment Development	Financial Analyst II Texas Division of Emergency Management
Brett Rodgers	[REDACTED] Austin, TX 78734 [REDACTED]	Vice Chair Executive Chair, Human Resources	President & Executive Coach Co-Author Coaching & Development
Cathy Schechter	[REDACTED] Austin, TX 78731 [REDACTED]	Chair, Marketing/Comms. Executive	Consultant - Researcher/Strategist/ Storyteller/Teacher
Colleen R. Lynch	[REDACTED] Austin, TX 78735 [REDACTED]	Chair, Programs Review Executive	Head of School, St. Gabriel's Catholic School
John (David) Bader	[REDACTED] Austin, TX 78738 [REDACTED]	Chair, Development Executive Risk Management	President, Managing Director, Market Executive Bank of America
Gary Rust	[REDACTED] Austin, TX 78717 [REDACTED]	Marketing/Communications Risk Management	Founder Organic Growth

Greg Van Wyk	[REDACTED] Austin, TX 78732 [REDACTED]	Board Secretary Executive Chair, Investment Development	Executive VP/Principal Austin Asset
Janet Lawson, MD	[REDACTED] Austin, TX 78739 [REDACTED]	Human Resources Programs Review	Retired
Jay Peterson	[REDACTED] Austin, TX 78730 [REDACTED]	Co-Chair, Finance Executive Audit Investment	Community Volunteer
Jesse M. Holguin	[REDACTED] Cedar Park, TX 78613 [REDACTED]	Investment Finance Programs	Vice President Greater Texas Credit Union
John Schierferle Uhlenbrock	[REDACTED] Austin, TX 78737 [REDACTED]	Chair, Information Tech Executive	Global Head of Enterprise Clients, Cyberproof
Leah Harris, MD	[REDACTED] Austin, TX 78746 [REDACTED]	Programs Review	Professor & Chair, Dir., Physician-in-Chief UT Dell Medical School, Dell Children's Medical Center of Central Texas
Marisol (Madi) Rawlins	[REDACTED] Round Rock, TX 78681 [REDACTED]	Chair, Risk Management Co-Chair, Board Recruitment Executive Development Information Technology	Vice President, Head of Customer Success, Wheel
Nancy Harris	[REDACTED] Leander, TX 78641 [REDACTED]	Board Treasurer Executive Chair, Audit Co-Chair, Finance Development Investment Board Recruitment	Retired

Rakima Dolliole Parson, MS, LPC-S	[REDACTED] Austin, TX 78704 [REDACTED]	Programs Review	Owner and Psychotherapist, Centered Counseling and Consulting
Rolando Garza	[REDACTED] Austin, TX 78759 [REDACTED]	Human Resources Risk Management	Co-Founder, Leadership Matters
Russell Duke	[REDACTED] Austin, TX 78723 [REDACTED]	Programs Review Marketing/Comms.	Senior Operations Dir., Applied Materials
Ryan Breaux	[REDACTED] Houston, TX 77079 [REDACTED]	Development	Assistant Vice President, Texas Children's Hospital
Sarah Churchill Llamas	[REDACTED] Westlake Hills, TX 78746 [REDACTED]	Risk Management	President & CEO Austin Healthcare Council
Sheri Ravenscroft, MD	[REDACTED] Austin, TX 78723 [REDACTED]	Programs Review	Section Chief, Developmental Behavioral Pediatrics, Ascension
Tracy Letzerich	[REDACTED] Austin, TX 78746 [REDACTED]	Co-Chair, Board Recruitment Executive	VP, People, Wheel
Tracye Murphy Ortega	[REDACTED] Austin, TX 78733 [REDACTED]	Programs Review	Independent Educational Consultant
Vicki Wood	[REDACTED] Austin, TX 78748 [REDACTED]	Programs Review	Community Volunteer
Zeena Querbach	[REDACTED] Buda, TX 78610 [REDACTED]	Board Chair Finance, Development Marketing/Communications	Lead Event Planner ButterFly Bridal & Events



**Board Meeting Attendance
Fiscal Year 2025
September 1, 2024 - August 31, 2025**

	November 19, 2024	February 18, 2025	May 20, 2025
Alexandria Robertson	Y	Y	Y
Brett Rodgers	Y	Y	Y
Cathy Schechter		Y	
Colleen Lynch	Y	Y	Y
John (David) Bader	Y	Y	Y
Gary Rust			
Greg Van Wyk	Y		Y
Janet Lawson, MD	Y	Y	Y
Jay Peterson	Y	Y	Y
Jesse Holguin	Y		Y
John Schieferle Uhlenbrock	Y	Y	Y
Leah Harris, MD	Y	Y	Y
Marisol (Madi) Rawlins			
Nancy Harris	Y	Y	Y
Rakima Parson	Y	Y	Y
Rolando Garza	Y		Y
Russell Duke		Y	
Ryan Breaux	Y		Y
Sarah Churchill Llamas			
Sheri Ravenscroft, MD	Y	Y	Y
Tracye Ortega			
Tracy Letzerich	Y		Y
Vicki Wood	Y	Y	Y
Zeena Querbach	Y	Y	Y

Board Membership Criteria

ARTICLE 4 **BOARD OF DIRECTORS**

4.01 Powers. The Board of Directors (“Directors”) of this Corporation is vested with the management of the business and affairs of this Corporation, subject to the TBOC, Code, Articles of Incorporation and Bylaws of the Corporation, as may be amended from time to time. Directors must maintain confidentiality, avoid conflicts of interest, and undergo a criminal background check.

4.02 Qualifications. Directorships shall not be denied to any person on the basis of race, sex, religion, color, national origin, sexual orientation, disability, age, or ethnicity. Employees of the Corporation are ineligible to serve on the Board of Directors. Persons who are “immediate family” members of an employee or staff member of the Corporation shall not be qualified for election or appointment to the Board of Directors. “Immediate family” shall include any spouse, father, mother, brother, sister, or natural or adoptive lineal descendant of a person or any natural or adoptive lineal descendant of such person’s spouse.

4.03 Number of Directors. The Board of Directors will consist of nine (9) to thirty-one (31) Directors. Upon majority resolution of the Board of Directors, the number of Directors may be increased or decreased from time to time, but in no event shall a decrease have the effect of shortening the term of an incumbent Director, or decreasing the total number of Directors to less than three (3) Directors.

4.04 Term of Directors. A director may serve a term of three (3) years with an option to serve another consecutive three (3) year term. After serving two (2) consecutive terms, a director must vacate his or her position for at least two (2) years before seeking re-election to another term. Any exception to term limits must be approved by the Board. The Board Chair of the Corporation is exempt from this term limit only to the extent, that the term limit would prohibit the immediate past Board Chair of the Corporation from serving as set out in section 7.01(c).

4.05 Election of Directors. Election for Directors may be held at any Board meeting during the fiscal year.

4.06 Resignation. Any Director may resign at any time by delivering written notice to the Secretary or Chair of the Board of Directors. Such resignation shall take effect upon receipt by the Secretary or Board Chair or, if applicable, at the time specified in the notice.

4.07 Removal. Any Director may be removed without cause, at any time, by a majority of the entire Board of Directors, at a Regular or Special Meeting called for that purpose. Any Director under consideration of removal must first be notified about the consideration at least five days prior to the meeting at which the vote takes place.

4.08 Compensation. Directors and officers shall not receive any salaries or other compensation for their services, but by resolution of the Board of Directors, may be reimbursed for any actual expenses incurred in the performance of their duties for the Corporation. The Board of

Directors shall establish a policy governing such potential reimbursements at the time it adopts its annual budget. The Corporation shall not loan money or property to, or guarantee the obligation of, any Director or officer.

4.09 Conflict of Interest for Board Members. No Directors of the corporation may benefit from any contract or transaction between the Corporation and one or more of its Directors or officers, or between the Corporation and any other corporation, partnership, association, or officers, without specific board awareness and approval, pursuant to the Conflicts of Interest Policy set forth in attached Exhibit "A."

4.10 Annual Meeting. An annual meeting of the Board of Directors shall be held at such time and place as shall be designated from time to time by resolution of the Board of Directors for the purpose of (a) electing officers and Directors for the ensuing year, and (b) transacting such other business as may be properly brought before such annual meeting. Notice of annual meetings shall be required at least seven days in advance of the meeting.

4.11 Regular Meetings. The Board of Directors shall hold bi-monthly meetings at such time and place as shall be designated by the Chair of the Board of Directors.

4.12 Special Meetings. Special meetings of the Board of Directors may be called by, or at, the request of the Board Chair. The Secretary shall call a special meeting of the Board of Directors whenever requested by fifty percent (50%) of the Directors. Notice of special meetings for the Board of Directors shall be required a minimum of twenty-four (24) hour notice in advance.

4.13 Quorum. A majority of the Board of Directors shall constitute a quorum for the transaction of business at any regular, annual or special meeting of the Board of Directors, including electronic or telephone meetings.

4.14 Voting. A Director may vote in person, by telephone or another communication device during Board meetings, by proxy documented in writing or via electronic mail. All proxies should be forwarded to the President and CEO or Board Chair.

4.15 Action by Telephone or Electronic Meeting. Any action required by law or these Bylaws to be taken at a meeting of the Board of Directors, or any action which may be taken at a meeting of the Board of Directors may be taken through a telephone or other alternative forms of meetings as set out in sections 4.16 and 4.17.

4.16 Telephone Meetings. Subject to the requirements of law for notice of Special meetings, unless otherwise restricted by the Articles of Incorporation or these Bylaws, a member of the Board of Directors, or member of any committee, as the case may be, may participate in and hold a meeting of such Board of Directors, or committee, by means of a conference telephone, or similar communications equipment by means of which all persons participating in the meeting can hear each other, and participation in such meeting shall constitute presence in person at such meeting, except where a person participates in the meeting for the express purpose of objecting to the transaction of any business on the grounds that the meeting is not lawfully called or convened.

4.17 Alternative Forms of Meetings. The Board of Directors may hold a meeting by other forms permissible by the TBOC, including, but not limited to, electronic mail ("e-mail"), videoconferencing technology or the Internet, or any combination thereof. Such meeting will be a Special Meeting subject to section 4.12. Items requiring a vote of the Board of Directors will be forwarded in the form of a proposed resolution, via e-mail from the Board Chair or Secretary or from the President and CEO at the time of the notice of meeting. Each Director will then have seventy-two (72) hours from the time of notice to vote on the proposed motions. Voting should be by return e-mail to the Board Chair and Secretary, and the President and CEO. For purposes of the records of the Corporation: (i) a meeting held by e-mail shall be deemed to have occurred for a one (1) hour time frame twenty-four (24) hours after the notice of the meeting was sent, and (ii) the first Director voting to approve the resolution will be deemed to have proposed the resolution and the second Director voting to approve the resolution will be deemed to have seconded the resolution.

4.18 Waiver of Notice. Whenever any notice is required to be given under the provisions of the Act or under the provisions of the Articles of Incorporation or these Bylaws, a waiver thereof in writing signed by the person or persons entitled to such notice, whether before or after the time stated therein, shall be deemed equivalent to the giving of such notice. The attendance of a person at any meeting of the Board of Directors or of a committee shall constitute a waiver of notice of such meeting unless such attendance is for the purpose of objecting to the failure of notice.

ARTICLE 5 **OFFICERS**

5.01 Officers. The officers of the Corporation shall consist of a Chair, a Vice-Chair, a Secretary, a Treasurer, and such other officers as may be elected by the Board in accordance with the provisions of this Article.

5.02 Election and Term of Office. The officers of the Corporation shall be elected annually by the Board of Directors. Each officer shall hold office for a term of one (1) year and thereafter until his or her successor shall have been duly elected, not to exceed three (3) consecutive one (1) year terms.

5.03 Board Chair. The Board Chair shall be the principal executive officer of the Corporation and shall in general supervise and control all of the business affairs of the Corporation. The Board Chair shall preside at all annual and special meetings of the Board of Directors and shall exercise parliamentary control in accordance with Roberts Rules of Order. The Board Chair shall serve as an ex-officio member of all committees, unless otherwise provided by the Board or these Bylaws. The Board Chair shall set the agenda for each meeting of the Board. The Board Chair may sign, with the Secretary or any other officer of the Corporation so authorized by the Board of Directors, any deeds, mortgages, bonds, contracts, or other instruments which the Board of Directors may authorize to be executed, except those items, the signing or execution of which are expressly delegated by statute, these Bylaws, or by the Board of Directors to some other officer or agent of the Corporation. The Board Chair shall also perform such other duties as are incident to the office of Board Chair or as may be prescribed from time to time by the Board of Directors.

5.04 Board Vice-Chair. In the absence of the Board Chair or in the event of his or her inability or refusal to act, the Board Vice-Chair shall perform the duties of the Board Chair, and when so acting shall have all the powers of and be subject to all the restrictions upon the Board Chair. The Board Vice-Chair shall be responsible for overseeing the development and/or updating of a five year strategic plan. Also, the Board Vice-Chair will serve as Board Chair Elect. The Board Vice-Chair shall perform such other duties as may be assigned from time to time by the Board Chair or by the Board of Directors.

5.05 Treasurer. The Treasurer will perform or be responsible for ensuring that all duties incident to the office of Treasurer and such other duties as may be required by law, by the Articles of Incorporation, or by these Bylaws shall be performed, including having charge and custody of all funds of the Corporation, overseeing and supervising the financial business of the Corporation, rendering reports and accountings to the Directors as required by the Board of Directors. The Treasurer and the staff of the Corporation shall devise a plan providing for the acceptance and disbursement of all funds of the Corporation which shall be approved by the Board of Directors. The Treasurer shall provide governance over the set up of all checking, savings, and investment accounts of the Corporation and depositing of all such funds in the name of the Corporation in such accounts. The Treasurer's signature shall be one of the authorized signatures for all financial accounts of the Corporation, unless the Treasurer, with the approval of the Board, designates another member of the Board or employee of the Corporation as the authorized signatory for a particular type of disbursement. The Treasurer shall be responsible for insuring the maintenance of all financing records, books, and annual reports of the financial activities of the Corporation at the principal offices of the Corporation and make them available at the request of any Director or member of the public during regular business hours for inspection and copying.

5.06 Secretary. The Secretary will keep the minutes of the meetings of the Board of Directors and Executive Committee, give all notices in accordance with the provisions of these Bylaws or as required by law, be custodian of the corporate records, and, in general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him or her by the Board Chair or by the Board of Directors.

ARTICLE 6 PRESIDENT AND CHIEF EXECUTIVE OFFICER

The Board of Directors may, upon resolution, appoint a President and Chief Executive Officer to serve at the Board's discretion and to carry out whatever tasks the Board from time to time resolves. The President and Chief Executive Officer shall be compensated as determined by the Board of Directors. Subject to the supervisory powers as are vested in the Board, the President and Chief Executive Officer shall in general supervise and manage the operations of the Corporation in day-to-day operations. The President and Chief Executive Officer may sign, with the Board Chair or any other officer of the Corporation so authorized by the Board of Directors, any contracts or other instruments which the Board of Directors may authorize to be executed, except those items, the signing or execution of which, are expressly delegated by statute, these Bylaws, or by the Board of Directors to an officer or other agent of the Corporation. The President and Chief Executive Officer shall also perform such other duties and have such powers as are incident to the position of President and Chief Executive Officer or as may be prescribed from

**** PUBLIC DISCLOSURE COPY ****
Return of Organization Exempt From Income Tax

OMB No. 1545-0047

Form

Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)
Do not enter social security numbers on this form as it may be made public.
Go to www.irs.gov/Form990 for instructions and the latest information.

Open to Public
Inspection**A** For the 2022 calendar year, or tax year beginning **SEP 1, 2022** and ending **AUG 31, 2023****B** Check if applicable:

- ☐ Address change
☐ Name change
☐ Initial return
☐ Final return/terminated
☐ Amended return
☐ Application pending

C Name of organization**ANY BABY CAN OF AUSTIN, INC.**

Doing business as

Number and street (or P.O. box if mail is not delivered to street address)

6207 SHERIDAN AVENUE

Room/suite

City or town, state or province, country, and ZIP or foreign postal code

AUSTIN, TX 78723**F** Name and address of principal officer: **VERONDA L. DURDEN****SAME AS C ABOVE****D** Employer identification number**** - ***4335****E** Telephone number**G** Gross receipts \$ **14,289,488.****H(a)** Is this a group returnfor subordinates? ☐ Yes ☒ No**H(b)** Are all subordinates included? ☐ Yes ☐ No

If "No," attach a list. See instructions

H(c) Group exemption number**I** Tax-exempt status: ☒ 501(c)(3) ☐ 501(c) () (insert no.) ☐ 4947(a)(1) or ☐ 527**J** Website: **WWW.ANYBABYCAN.ORG****K** Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other**L** Year of formation: **1993** **M** State of legal domicile: **TX****Part I Summary**

Activities & Governance	
1	Briefly describe the organization's mission or most significant activities: WITH A FOCUS ON CHILD DEVELOPMENT, ANY BABY CAN PROVIDES IN-HOME THERAPY (PHYSICAL,
2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets.
3	Number of voting members of the governing body (Part VI, line 1a) 3 25
4	Number of independent voting members of the governing body (Part VI, line 1b) 4 25
5	Total number of individuals employed in calendar year 2022 (Part V, line 2a) 5 190
6	Total number of volunteers (estimate if necessary) 6 375
7a	Total unrelated business revenue from Part VIII, column (C), line 12 7a 0.
7b	Net unrelated business taxable income from Form 990-T, Part I, line 11 7b 0.
Revenue	
8	Contributions and grants (Part VIII, line 1h) 12,808,166.
9	Program service revenue (Part VIII, line 2g) 2,183,947.
10	Investment income (Part VIII, column (A), lines 3, 4, and 7d) 31,094.
11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 193,595.
12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 15,216,802.
13	Grants and similar amounts paid (Part IX, column (A), lines 1-3) 723,641.
14	Benefits paid to or for members (Part IX, column (A), line 4) 0.
15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 11,324,238.
16a	Professional fundraising fees (Part IX, column (A), line 11e) 0.
16b	Total fundraising expenses (Part IX, column (D), line 25) 750,644.
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 2,248,913.
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 14,296,792.
19	Revenue less expenses. Subtract line 18 from line 12 920,010.
Net Assets or Fund Balances	
20	Total assets (Part X, line 16) 9,780,728.
21	Total liabilities (Part X, line 26) 1,881,488.
22	Net assets or fund balances. Subtract line 21 from line 20 7,899,240.

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	Signature of officer Veronda L. Durden	Date 07/15/2024
	Type or print name and title VERONDA L. DURDEN, PRESIDENT AND CEO	
Paid Preparer Use Only	Print/Type preparer's name PRERNA JAGADA	Preparer's signature [Signature]
	Firm's name WEAVER AND TIDWELL, LL	Firm's EIN ** - ***6316
	Firm's address 1601 SOUTH MOPAC EXPWY, STE. D250 AUSTIN, TX 78746	Phone no. [Redacted]

May the IRS discuss this return with the preparer shown above? See instructions ☒ Yes ☐ No

232001 12-13-22

LHA For Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2022)

SEE SCHEDULE O FOR ORGANIZATION MISSION STATEMENT CONTINUATION

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

☒ **X****1** Briefly describe the organization's mission:

ANY BABY CAN, AN AUSTIN-BASED NONPROFIT, PARTNERS WITH PARENTS SO CHILDREN REACH THEIR FULL POTENTIAL. WITH PROGRAMS THAT MEET CLIENTS WHERE THEY ARE AT HOME, WORK OR SCHOOL ANY BABY CAN PROVIDES IN-HOME THERAPY, PARENT EDUCATION, MENTAL HEALTH COUNSELING, MEDICAL CASE

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ?☐ Yes ☒ **X** No

If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services?☐ Yes ☒ **X** No

If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses.

Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 13,966,646. including grants of \$ 269,016.) (Revenue \$ 2,315,914.)

EACH YEAR, ANY BABY CAN SERVES MORE THAN 3,000 PARENTS AND CHILDREN IN CENTRAL TEXAS. SERVICES RANGE FROM PARENTING CLASSES TO IN-HOME THERAPIES AND DEVELOPMENTAL SUPPORT, PARENT EDUCATION, RESOURCE NAVIGATION AND MORE.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe on Schedule O.)

(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 13,966,646.

Form **990** (2022)

Any Baby Can

ANTI-HARASSMENT/DISCRIMINATION*

Any Baby Can is committed to providing employees a safe and healthy environment. All employees are entitled to work in an environment free of harassment, discrimination from supervisors, co-workers, or third parties such as volunteers, contractors, clients, or vendors.

Any Baby Can will not tolerate harassment, discrimination or offensive behavior based on race, color, sex (including pregnancy, sexual orientation, and gender identity or gender expression), religion, national origin, citizenship status, age, disability, military status, genetic information or any other legally protected status or characteristic.

Employees must not engage in harassment, discrimination or offensive behavior. Additionally, because of Any Baby Can's strong commitment to keeping the workplace free from harassing, discriminatory and offensive behavior, employees must avoid any conduct that could be viewed by a reasonable person as harassing, discriminatory or offensive even if the conduct does not violate federal, state or local laws.

Harassment based on the characteristics named above becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Harassment, discrimination or offensive behavior may take different forms and may be verbal, nonverbal, or physical in nature. Examples of this behavior include but are not limited to:

- Unwelcome physical contact such as kissing, fondling, hugging, or touching
- Demands for sexual favors; sexual innuendoes, suggestive comments, jokes of a sexual nature, sexist put-downs or sexual remarks about a person's body; sexual propositions or persistent unwanted courting
- Swearing, offensive gestures, or graphic language made because of a person's protected characteristics
- Slurs, jokes or derogatory remarks, whether in email, texts, or other communications, relating to a person's protected characteristics
- Calendars, posters, pictures, drawings, display, cartoons, images, lists, e-mails, or computer activity that reflects disparagingly upon a person's protected characteristics

For the purposes of this policy, sexual harassment is defined, as in the Equal Employment Opportunity Commission Guidelines, as unwelcome sexual advances, requests for sexual favors and other verbal, visual or physical conduct of a sexual nature when, for example: (i) submission to such conduct is an explicit or implicit term or condition of an individual's employment; (ii) employment decisions are based on an employee's submission to or rejection of such conduct; or (iii) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

* For additional information, procedures, or forms associated with policies or rules contained in this handbook, please refer to the online Forms Library, the agency-wide Policy Folder, or contact Human Resources 26

An employee who has a complaint of harassment, discrimination or offensive behavior by anyone, including a supervisor, co-worker, volunteer, contractor, client, or vendor, should immediately notify their supervisor, Human Resources or other management. The person who receives a complaint shall immediately report the matter to his or her supervisor and Human Resources. If the action involves the President/CEO, report should be made to the Board Chair.

CLIENT ETHICS AND CONDUCT*

Any Baby Can's mission is to empower families so children can succeed. Services provided to Any Baby Can clients and families must be consistent with the agency's mission.

Any Baby Can staff and volunteers are prohibited from engaging in any action that suggests possible physical, verbal or sexual abuse, neglect, harassment, or exploitation of clients and/or their families.

The agency will make every effort to reasonably accommodate clients with disabilities, as recognized by ADA and ADAAA.

* For additional information, procedures, or forms associated with policies or rules contained in this handbook, please refer to the online Forms Library, the agency-wide Policy Folder, or contact Human Resources

**Early Childhood Intervention Program
Policies and Procedures
July 2025**

Texas Administrative Code

TITLE 26	HEALTH AND HUMAN SERVICES
PART 1	HEALTH AND HUMAN SERVICES COMMISSION
CHAPTER 350	EARLY CHILDHOOD INTERVENTION SERVICES
SUBCHAPTER H	ELIGIBILITY, EVALUATION, AND ASSESSMENT

**Please click on the following links to access the policies and procedures of the
Early Childhood Intervention Program.**

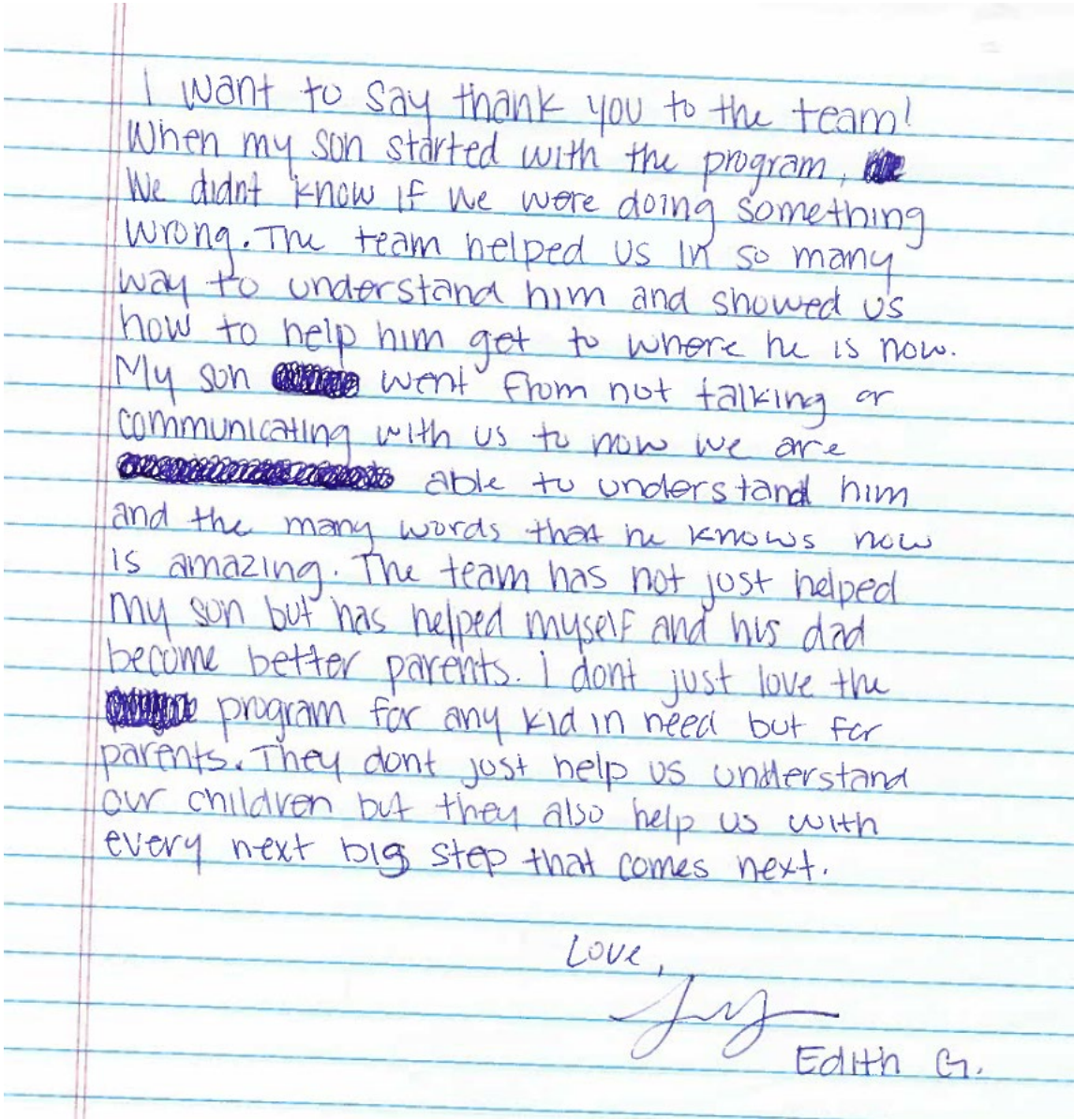
Rules

§350.805	Definitions
§350.807	Eligibility
§350.809	Initial Eligibility Criteria
§350.811	Qualifying Medical Diagnosis
§350.813	Deaf or Hard of Hearing
§350.815	Visual Impairment
§350.817	Developmental Delay
§350.819	Age Adjustment for Children Born Prematurely
§350.821	Qualitative Determination of Developmental Delay
§350.823	Continuing Eligibility Criteria
§350.825	Eligibility Statement
§350.828	Medical Review for ECI Services
§350.829	Review of Nutrition Status
§350.831	Assistive Technology
§350.833	Autism Screening
§350.835	Subrecipient Oversight
§350.837	Needs Assessment

Any Baby Can, Early Childhood Intervention Program
Letters of Support
June 2025

Good evening, My name is Rezq Khamis. My son's name is Mercurius Rezq Farid was born in 29th weeks . I just wanted to send a compliment about Any baby can program, they have been doing a great job with my son Mercurius, they helped him to learn so many different skills and helped him to walk. They are always positive and professional. We are so blessed and thankful to have this wonderful team.

Rezq Khamis

A photograph of a handwritten letter on blue-lined paper. The text is written in blue ink and expresses gratitude for the 'Any Baby Can' program. The letter mentions a son named Mercurius Rezq Farid, born at 29 weeks, and describes how the program helped him learn skills and walk. The writer, Rezq Khamis, also mentions that the team helped him and his dad become better parents. The letter is signed 'Love, Jy' and 'Edith G.'.

I want to say thank you to the team!
When my son started with the program, ~~we~~
We didn't know if we were doing something
wrong. The team helped us in so many
ways to understand him and showed us
how to help him get to where he is now.
My son ~~was~~ went from not talking or
communicating with us to now we are
~~able to understand him~~ able to understand him
and the many words that he knows now
is amazing. The team has not just helped
my son but has helped myself and his dad
become better parents. I don't just love the
~~program~~ program for any kid in need but for
parents. They don't just help us understand
our children but they also help us with
every next big step that comes next.

Love,

A handwritten signature in blue ink, appearing to be 'Jy'.

Edith G.

ECI has helped my family with my son, by having early intervention and working constantly with him on areas he needed improvement in. Before ECI he wasn't walking, talking, or interacting with others much. It has made a very big difference in our lives.

Thank you,

Lilith Harkins

9:24 

< Ezra - Mom: Paige
11:16 PM, Jun 18

Any Baby Can has helped Ezra so much with the little time we had with them. Before we started he only said about 10-15 words and no more than two to three word sentences. In about three months Tracy has gotten him to speak a lot more. His word count is past 60 and he has been saying big sentences like "can you help me find the buttons please" when I heard him say that the first time I was so shocked and proud. Also, Ingrid has gotten him to start signing a little bit on his own. He signs "more" now and the first time he did it without me asking him to we all cheered and he was so proud. He is also sharing his toys so much and using his imagination. I used to not be able to go to the bathroom without him standing at the door crying for me. Now he can play by himself for hours periodically coming to just see that I'm still here or show me something fun he has made up. I'm sorry we have to leave them so soon because we're moving but they have helped so much and I am so thankful.

-Paige Petersen