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CFO at Immanuel Living



Growing Roots Early Learning Center

A ministry
of
 Immanuel *Living*





The story starts with listening

A seat at the table helps us see the same challenge from two angles: the community need and the employer reality.

- Childcare Initiative Steering Committee
- Kalispell Chamber Board

Immanuel was already committed to community wellbeing. Growing Roots became a practical extension of that mission.



The Need

What we were hearing

- Employees needed reliable childcare
- Recruiting conversations included questions about childcare availability.
- Families needed childcare
- Employers needed childcare

Our goal was to see who we could attract or retain through this offering.

RELIABLE CHILDCARE = RELIABLE STAFFING

SUPPORTING FAMILIES = BROADER COMMUNITY SUPPORT

INVESTMENT TODAY = WORKFORCE RESILIENCE TOMORROW



GROWING ROOTS ELC

Discussions with Northridge Lutheran Church – 12/2021

Director called CEO 1/2022

Grant Awarded! 8/2022

Temporary Location Opened 9/2022

Move to Long-Term Location! 8/2023

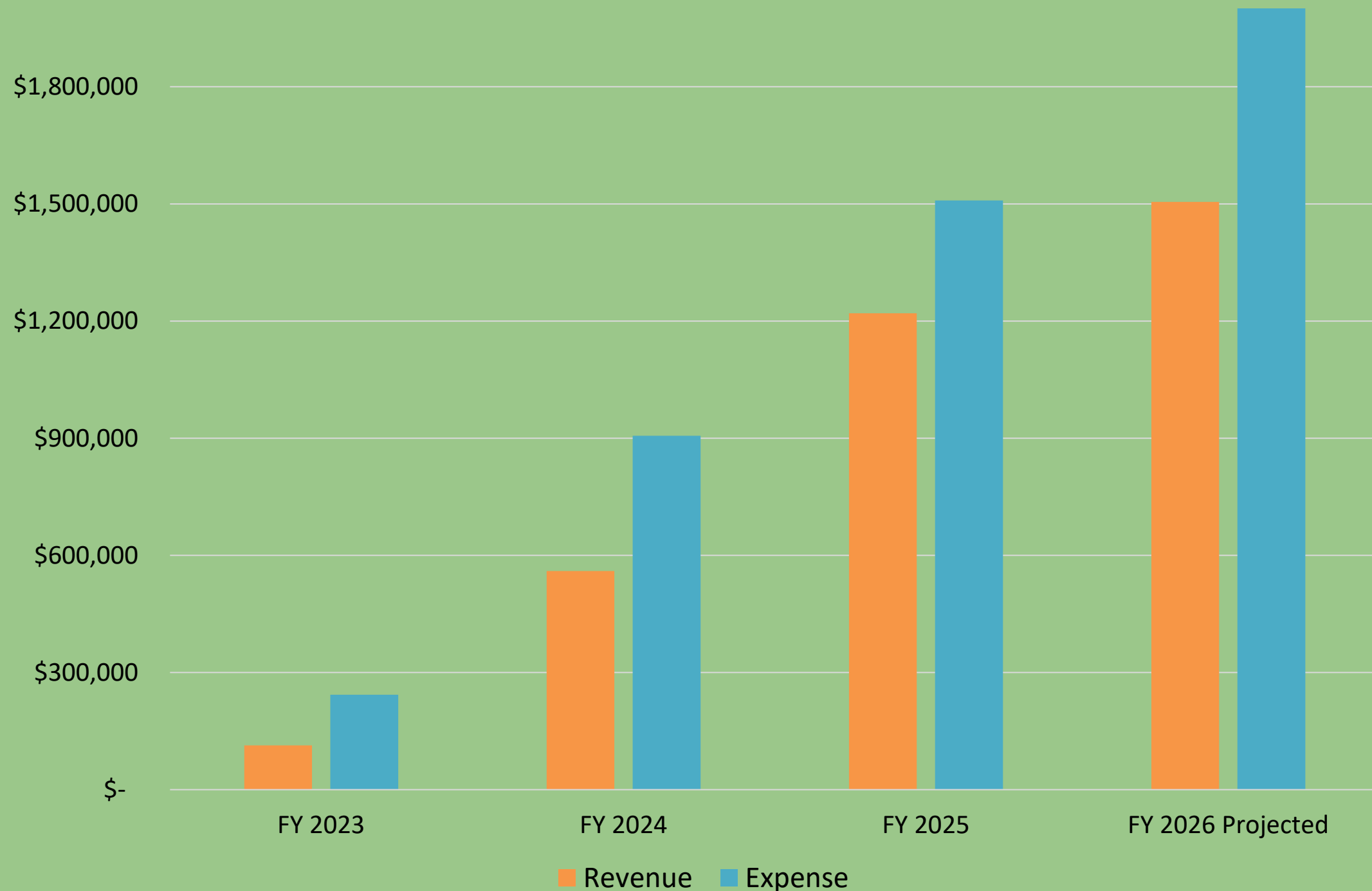
Opened Somers Location 9/2023

Increased License Capacity 9/2024

- Open M-F 6:30-6pm
- Serving 6 weeks to 12 years
- Full School-Aged Summer Program
- Working on After-School Program
- Expanded Somers Location
- Over 120 Children Enrolled
- Average Daily Child Count – 102
- 21 Employees
- 12 Classrooms

Financial Summary

It is not failure - it is a deliberate workforce and community investment. The value is being captured through retention, recruitment, reliability and community impact.



Return on Investment



01 Recruitment & Retention

23 Immanuel Living employee families currently utilize the benefit and of those families, 29 children are enrolled.

02 Satisfaction

Molly Zier-McLaughlin
11 reviews · 2 photos
★★★★★ a year ago
Wonderful staff, great learning environment, and everyone is a team. Our son is loved and loves going to preschool every day. We will continue to recommend Growing Roots!

Ashley Bender
2 reviews
★★★★★ a year ago
Growing Roots has such fun activities and learning opportunities for the kids. My daughter loves preschool at Growing Roots and it is so reassuring to know she is having fun and receiving the best care and love from their teachers and staff while I am at work. My daughter comes home with so many creative pictures and crafts and has so many stories to tell of the fun stuff they did and things she learned. I would highly recommend Growing Roots Early Learning Center.

03 Community

148 impact on community
“desert” metric

Lesley Fix
Local Guide · 62 reviews · 55 photos
★★★★★ a year ago
Choosing a child care provider can be so challenging. Growing Roots put all our fears to rest. They prove everyday they stand above the rest as nurturing and supportive professionals! Leigh Ann and Tatum are incredible and go above and beyond to create a home away from home for all the wonderful kids in their class. We have seen social and educational growth at Growing Roots and feel very confident that every day will be a safe new adventure. Thank you Growing Roots!!!

Tax Considerations

...I AM NOT A TAX ADVISOR, PLEASE DO NOT CONSIDER THIS TAX GUIDANCE OF ANY SORT



Dependent Care Flexible Spending Account

Employers can offer this pre-tax benefit for certain Eligible dependent care expenses.

Other Employee Tax Credits

- Child and Dependent Care Tax Credit
- Child Tax Credit

Employer-Provided Childcare Credit (USC 45F)

Certain qualified expenditures count up to \$500,000

Other Childcare Benefits

Unfortunately, offering financial support for childcare expenses is generally taxable.



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Five-Year Vision

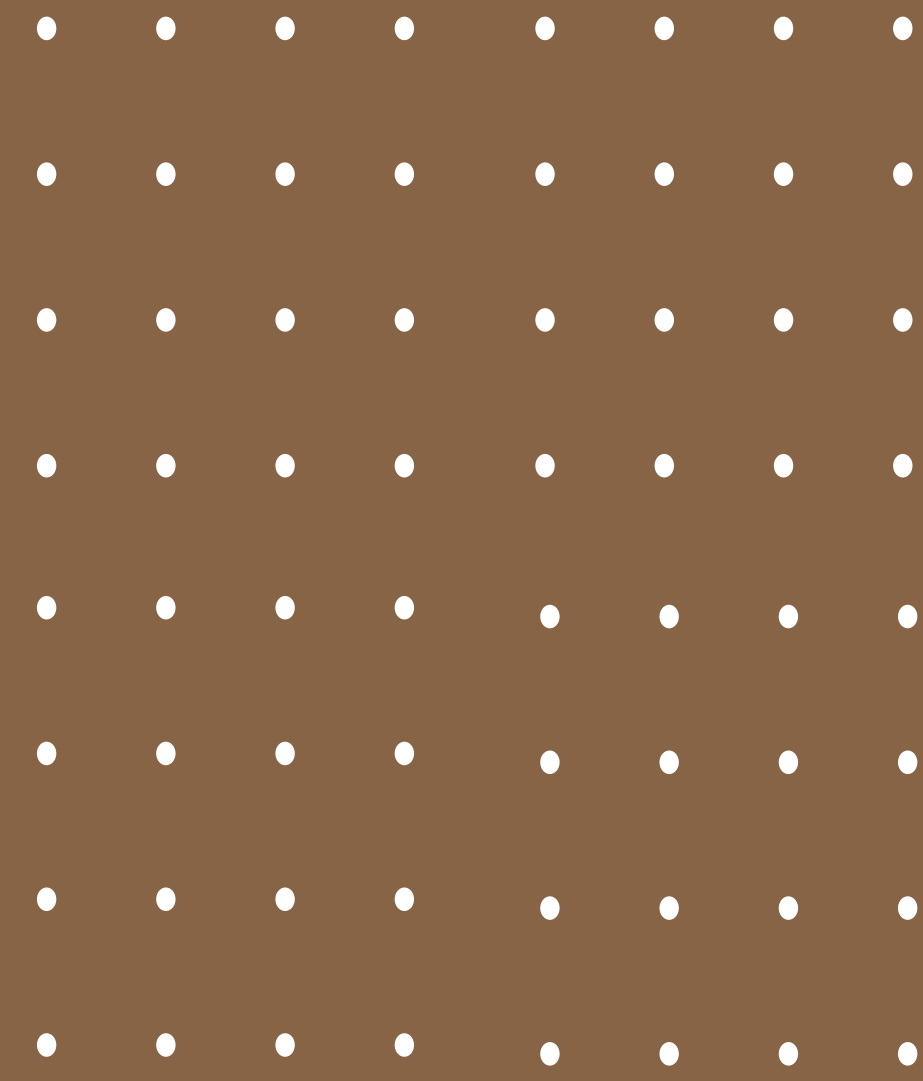
Stable Operations

Continued Innovation and Advocacy

Community Partnerships

Growing Roots is not only a childcare center - it is part of Immanuel's workforce strategy and community legacy.

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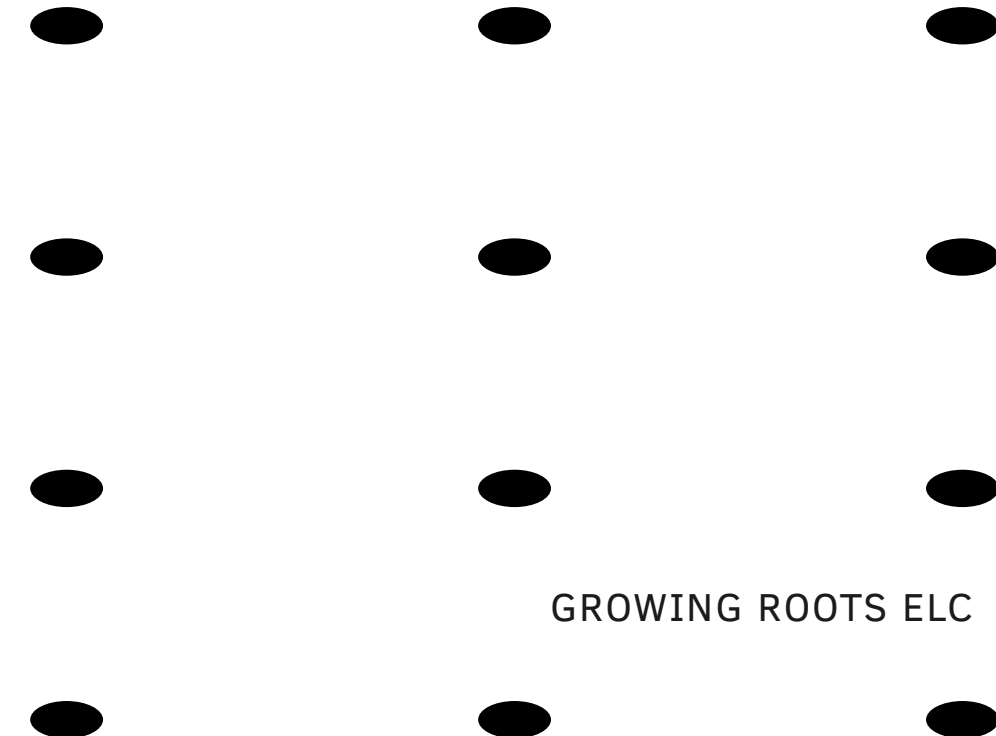
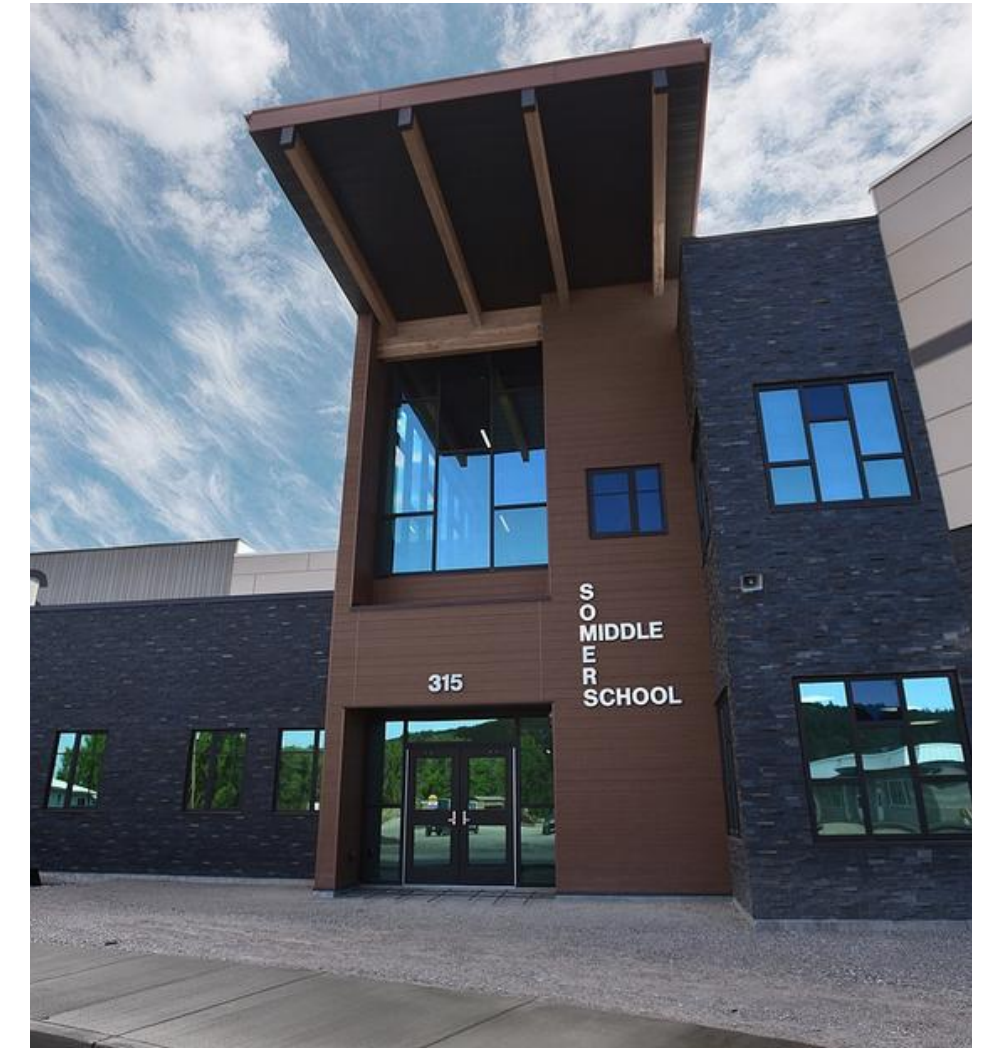




Final Thoughts

Childcare is an investment – in our community

Together we can build solutions that strengthen businesses, support families and create Opportunities for future generations



GROWING ROOTS ELC

A photograph of two young girls sitting at a table, engaged in a painting activity. The girl on the right is wearing red-rimmed glasses and has her hands raised, showing her fingers which are painted with various colors. The girl on the left is focused on painting her hand. On the table in front of them are several small jars of paint in different colors (red, green, blue, yellow, white) and brushes. The background is a plain, light-colored wall. The overall scene is bright and cheerful.

Thank you