

UNIFY

★ MONTROSE ★

Voting Results

Updated December 4, 2023

This document contains the voting results of the Unify Montrose deliberation process. Unify Montrose is a partnership between Montrose residents and Unify America, a national, nonpartisan nonprofit that helps communities collaboratively solve problems using the model of public deliberation. The City of Montrose, Montrose County, along with many nonprofits, businesses, and foundations that serve the region, were also collaborators.

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A Quick Process Review

Process and Timeline

Delegates for Unify Montrose met over 12 weeks, from August 27 through November 15. The Delegates were randomly selected to reflect the demographics of Montrose. You can find more about the demographics of the Assembly in this report (starting on page 109).

The schedule for deliberation Meetups included:

- 3 weeks of orientation
- 1 week on the “Status Quo” of childcare in Montrose
- 4 weeks deliberating 8 Actions
- 1 week deliberating Improvements to Actions and generating ideas for additional actions
- 2 weeks deliberating the 8 Delegate-Improved Actions with estimated budget and economic impact information
- 1 week deliberating Delegate Ideas

The Assembly deliberated 8 Actions that addressed the problem of childcare in Montrose. These 8 Actions were narrowed by the Solutions Team from over [60 ideas for Actions](#) generated from members of the community, childcare experts, and taking examples from other communities.

While deliberating the 8 Actions, Delegates suggested improvements via their weekly surveys in Weeks 5-8 (Action deliberations). There were 128 improvements suggested; Unify staff grouped similar improvements together, resulting in a total of 52 improvements for Delegates to vote on in Week 9. You can see the full list of Delegate improvements [here](#).

After hearing feedback from Delegates that they wanted to generate ideas to address the problem, Unify America changed the process to create dedicated time for them to do so in Week 9. Delegates submitted 24 ideas, and these were compiled, with like ideas summarized, into 16 Delegate Ideas. Delegates deliberated these 16 ideas during Week 12’s Meetup, and then voted on them.

During the process, Delegates voted via survey on three elements:

- **Week 9** - 52 Improvements to Actions
- **Week 11** - 8 Actions
- **Week 12** - 16 Delegate Ideas

How Voting Worked (1 of 2)

Improvements to Actions

For each improvement, Delegates were asked, “Do you support this improvement?” They could vote yes or no. Some Delegates chose not to answer. An improvement was adopted if **more than 50% of voting Delegates** (meaning Delegates who cast a yes or no vote) voted for the improvement.

[An anonymized Improvements Voting Ballot is available here.](#) The juror number refers to the number that each juror was assigned when they signed up for the Unify Montrose process.

8 Delegate-Improved Actions

For each of the 8 Actions, Delegates were asked, Do you support this Action? They could vote for one of the following options:

- No, not at any budget amount
- Yes, at some budget amount
- I abstain from this vote

Delegates had to choose one of these three options.

Delegates who voted “Yes, at some budget amount” were then asked to **select ALL levels** of budget that they would support for this Action, and could select 100%, 75%, and/or 50% budget. This means some Delegates chose more than one funding level.

All Delegates were then asked for their comments on the action (for example, Are there any other comments on Action 1 that you want to include with your vote?). Delegates were informed during multiple Meetups that all comments would be anonymized and included in the final report. Delegate comments are reported in unedited form, categorized into comments by Delegates voting yes, Delegates voting no, and Delegates abstaining.

An Action is considered to be recommended by the Assembly if it was supported (“Yes” votes) by **more than two-thirds** of those Delegates who cast a yes or no vote. Abstentions were not included in the calculation.

[An anonymized Action Voting Record is available here.](#) The juror number refers to the number that each juror was assigned when they signed up for the Unify Montrose process.

How Voting Worked (2 of 2)

16 Delegate Ideas

For each Delegate Idea, Delegates were asked, “Do you support the Delegate Idea of...?” They could vote:

- No, this idea should not move forward
- Yes, this idea should move forward for further development
- I abstain from this vote

All Delegates were then asked for their comments on the action (for example, “Are there any other comments on Action 1 that you want to include with your vote?”). Delegates were informed during multiple Meetups that all comments would be anonymized and included in the final report. Delegate comments are reported in unedited form, categorized into comments by Delegates voting yes, Delegates voting no, and Delegates abstaining.

A Delegate Idea is also considered to be recommended by the Assembly if it was supported (“Yes” votes) by **more than two-thirds** of those Delegates who cast a yes or no vote. Abstentions were not included in the calculation.

[An anonymized Delegate Idea Voting Record is available here.](#) The juror number refers to the number that each juror was assigned when they signed up for the Unify Montrose process.

Action Voting Results and Comments

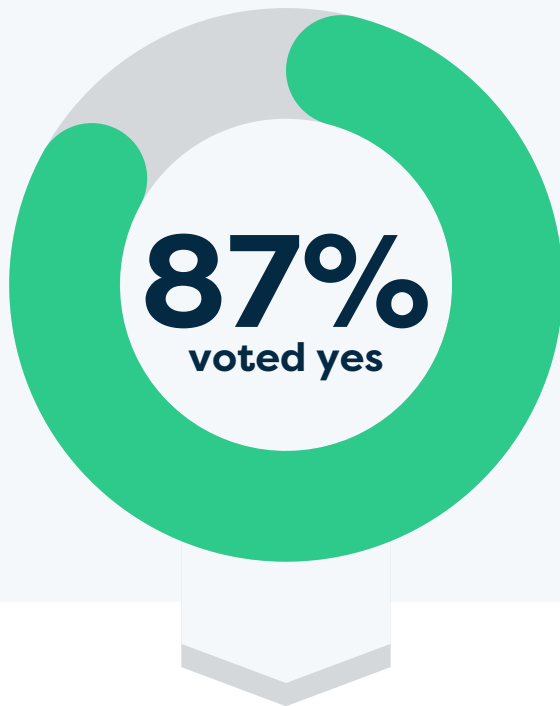
Action #1



Action Overview

Camp Montrose would be a partnership between Montrose youth program providers, childcare centers, and the school district, where they would bring together their various expertise to provide after-school, no-school day, and summer programming for K-8 students. (For the full Action description, see page 10, and for all Delegate improvements, see pages 92-93.)

Delegate Voting Results: **More than two-thirds support**



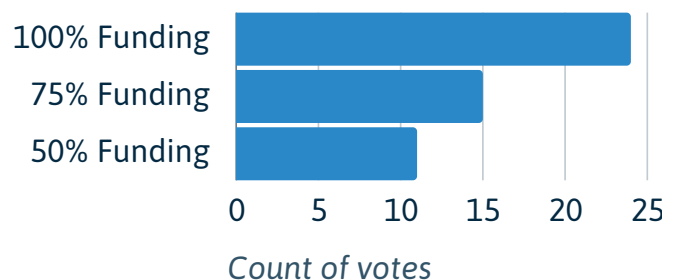
Do you support this action?

- Yes, I support this action at some budget level: **86.7% (39 Delegates)**
- No, I do not support this action: **13.3% (6 Delegates)**
- I abstain: **1 Delegate**

Abstentions are not included in the calculation of two-thirds support

For the 87% who support the action...

Select ALL levels of budget that you would support for this action



Action #1

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted yes

- I love this action because of its goal to improve the quality of child care opportunities through collaboration between the schools, organizations like the Boys and Girls Club, cultural centers like the Ute Museum, and outdoor opportunities right here in our back yard. I believe that programs with the most collaboration have the best chance of success as they engage more of the community, can access and allocate funds more readily, and really stand to enrich this community. There will still need to be some centralized coordination effort between the groups, but I'm so excited for this! The focus on closing gaps on days off school and after school will be huge!
- This does not help with the infant or under age 2 daycare crisis
- This action would address a massive problem for many parents of school-age children.
- no
- I think that this action has the best chance of being accepted by the community, as it builds on what is available and is very collaborative.
- There are so many actions and nuances in all this. Really need summary of action and the budget to be able to do this.
- I think that this a cool idea but it won't help the toddler and infants who need care
- Camp Montrose and the rebranded Camp Olathe are a terrific, cost-effective approach to early childhood programs. I am concerned that the capacity as planned would not be enough to meet the current and for sure not future demands. Olathe needs its own Camp name
- No
- I really don't think this needs to cover all breaks and vacations. I think focus on the breaks of longer than 7 days.
- Not at this time.
- n/a
- While it seems actions one and two are mutually exclusive, I support both. I believe access to childcare includes transportation. some parents may use this action and others would likely like their child to be able to get to a program outside this action. And, I think partnerships and pooling resources is a great idea.
- None
- I would like to add pre-k to this action plan.
- I am curious as to what facilities are proposed to house the camps. Where exactly are these kids going? Will they be taken to various facilities or just the one for younger students and one for the older kids? Coordinating the current providers seems great but seems like some missing pieces.
- Include programming and educators for special needs children.
- Camp Montrose seems like a positive addition to our school district programs, especially for 'no-school days' and summer support for working parents.
- No
- None
- no
- No
- Unify Montrose would continue in some role with the action - to assure transparency to the community.
- None

Action #1

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted no

- I am concerned with the ability to find bus drivers and facilitators of the activities. I am also concerned with the bussing of the children. I also think that more lower income children would use this option, making the income predicted unreliable. As a volunteer at 2 facilities in Montrose under the Region 10 RSVP program, I am aware that volunteers are always being sought. I am not optimistic that volunteers could be found and used as documented.
- Better served in the private sector
- Moving kids around to different places at different times would be chaotic and difficult to implement (and potentially dangerous).
- I would vote for it if it used ALL revenues to pay its own expenses and then distributed what is left to the other organizations.
- No

From Delegates who abstained

- literally just fund public education.....

Action #1 Description

ACTION #1: Camp Montrose

Camp Montrose would be a partnership between Montrose youth program providers, childcare centers, and the school district, where they would bring together their various expertise to provide after-school, no-school day, and summer programming for K-8 students.



Features of the Action

- **(Delegate Improvement)** Camp Montrose would have one location for K-5, another for 6-8, and one in Olathe for K-8, with the option to add more if demand goes up. Bus or van transportation would take students to Camp Montrose sites from the other schools, with separate vehicles for older kids and younger kids.
- Staff from participating organizations would lead the programs and activities.
- **(Delegate Improvement)** Camp Montrose would collaborate with existing outdoor summer programs (e.g. the Ute Museum, Weehawken, Rec District) and would make sure kids get lots of outdoor time, especially during the summer.
- **(Delegate Improvement)** Camp Montrose would create opportunities for volunteers to assist with the administration of Camp Montrose.
- **(Delegate Improvement)** Camp Montrose would work with the high school, Boy Scouts, and Girls Scouts to create opportunities for high school students to be volunteer staff at Camp Montrose.
- K-3 students would be led through activities by a counselor; 4-8 grade students would have more freedom to choose their activities.
- Tutoring and homework help would be available at each school for students who need or want it.
- **(Delegate Improvement)** Camp Montrose would include virtual teaching for certain activities, like art, chess, and math tutoring. So if a student wanted to participate in one of these activities but it was not available at their school's Camp Montrose, they could still participate virtually from their school.
- The cost of Camp Montrose to families would be scaled based on their household income.
- Families would sign up and pay for Camp Montrose via a single website.
- Camp Montrose would be a department of an existing organization or a newly formed organization.

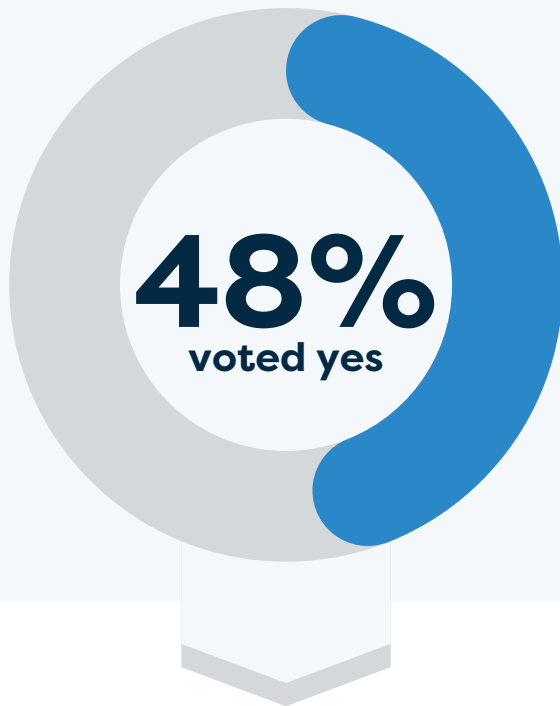
Action #2



Action Overview

The Kids Program Connector would coordinate the transportation of students from all K-8 schools, public and private, to Montrose youth programs after school and on no-school days. The goal: every kid gets where they need to be as quickly as possible. Additionally, the Program Connector would host a website so parents could easily see offerings from all participating youth organizations in one place. *(For the full Action description, see page 13, and for all Delegate improvements, see pages 94-95.)*

Delegate Voting Results



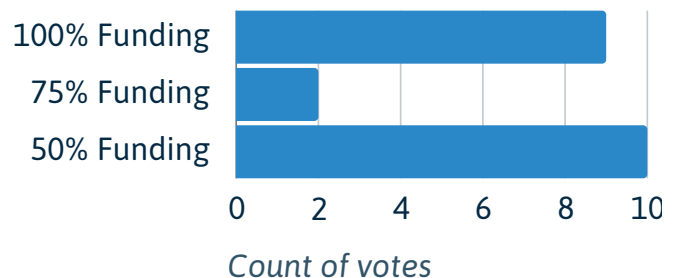
Do you support this action?

- Yes, I support this action at some budget level: **47.5% (19 Delegates)**
- No, I do not support this action: **52.5% (21 Delegates)**
- I abstain: **6 Delegates**

Abstentions are not included in the calculation of two-thirds support

For the 48% who support the action...

Select ALL levels of budget that you would support for this action



Action #2

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted yes

- Could be worth a limited pilot to serve folks that really need it. The idea of having a website that lists all availability and programs is what really should be funded.
- no
- Keep transportation separate from older to younger children
- Not at this time.
- I think transportation is often a barrier to all sorts of things. This action addresses this and not just for childcare. and as stated in action one, while it seems actions one and two are mutually exclusive, I support both. I believe access to childcare includes transportation. some parents may use action one, and others would likely like their child to be able to get to a program outside of a program at a school.
- I believe this should be merged with action 5 and 6
- Is there really a need for this program? Maybe start a pilot program to see if this helps parents.
- No
- Use connector to provide child care information one stop shop to provide access to programs /information for those seeking child care
- no
- No

From Delegates who voted no

- I prefer action 1 over this, and I think that Action 2 is too difficult to create and manage reliably.
- I liked action 1 better than 2 so my vote stays with 1
- incorporate some of the Kids Connector ideas into other programs. Seems unnecessary if Camp Montrose is approved.
- I don't think this would work from a logistical standpoint
- Seems like a poor choice to fund transporting children to places where there already aren't enough spots.
- Kids traveling here and there seems to loosey goosey.
- A logistical nightmare and does not seem as a wise course of action.
- no
- This is too complicated to run
- I am concerned with finding bus drivers and with bussing children. This also would not increase the number of spots.
- N/A
- I think this is a can of worms!
- No'

From Delegates who abstained

- I am not sure that the coordination involved would be feasible.
- Not interested
- utilize services and employees that already exist to create these opportunities. pay the bus people more and give them more hours. duh.

Action #2 Description

ACTION #2: Kids Program Connector

The Kids Program Connector would coordinate the transportation of students from all K-8 schools, public and private, to Montrose youth programs after school and on no-school days. The goal: every kid gets where they need to be as quickly as possible. Additionally, the Program Connector would host a website so parents could easily see offerings from all participating youth organizations in one place.



Features of the Action

- After school on regular school days, vans and buses would take kids from their school to the programs they are enrolled in. Parents would pick up the kids from there at the end of the work day.
- On no-school days (such as parent-teacher conference days), parents would drop their kids off at school like on a regular school day, and the buses and vans would take kids from there, leaving the school and heading for the programs. Parents would be responsible for pick-up at the program locations at the end of the day.
- **(Delegate Improvement)** The Kids Program Connector would encourage partners (e.g., The Montrose Recreation District, Montrose County School District, Black Canyon Boys & Girls Club, Maslow Academy) to embrace online participation for certain activities, so some kids could join in after school, at home, or from a classroom in their school.
- The Kids Program Connector would have a route from programs in Montrose back out to a central location in Olathe.
- To address the shortage of properly licensed drivers, the Program Connector would pay for drivers' training, using staff members from participating after-school programs.
- The Connector website would list every available program by date and time, and link to the websites of participating organizations so families can check availability and sign up.
- In order to belong to the Program Connector transportation network and be listed on the Program Connector website, youth programs would have to commit to providing all-day programming on the 28 "no-school days."
- The Kids Program Connector, by addressing the after school transportation problem of K-8 students, seeks to encourage existing Montrose youth programs to expand offerings, and new youth programs to open.
- The Kids Program Connector would most likely be a new department of an existing organization, but might also be a newly created organization.

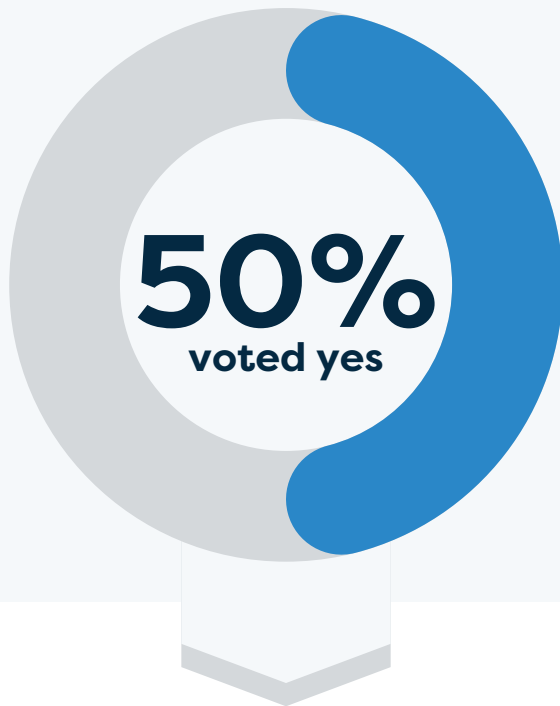
Action #3



Action Overview

The Childcare Providers Fund would be a fund established by the citizens of Montrose. Licensed childcare providers in Montrose can apply to the Provider’s Fund for reliable, multi-year grants. Providers would use this supplemental funding to pay better wages to staff and lower fees for families who can’t afford tuition. (For the full Action description, see page 17, and for all Delegate improvements, see pages 96-97.)

Delegate Voting Results



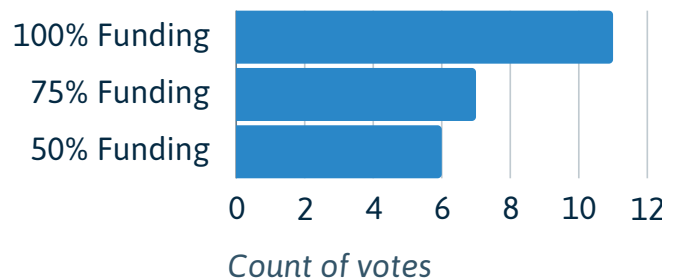
Do you support this action?

- Yes, I support this action at some budget level: **50% (21 Delegates)**
- No, I do not support this action: **50% (21 Delegates)**
- I abstain: **4 Delegates**

Abstentions are not included in the calculation of two-thirds support

For the 50% who support the action...

Select ALL levels of budget that you would support for this action



Action #3

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted yes

- I believe this initiative is one of the only ways to truly enhance the economic wellbeing of child care employees and also fund new licensed home care providers to get more seats open. Because of the economics of childcare, it's very difficult to increase wages for workers and thus points to some external, communal source to draw funds from. How we get to this is going to be challenging, but if we as a community really believe it's important that kids have stable caregivers and that those caregivers deserve a quality life, we have to figure out a solution.
- The oversight improvements are important and a fund like this needs full, transparent operations so that we can build trust with the community.
- I proposed this separately, but this same organization should also be a source of benefits (health, vision, dental, etc) for all childcare providers to further encourage employees to stick around longer.
- No
- Not at this time.
- None
- This idea might increase wages for childcare staff, which might result in more open spots for parents.
- I would ask that you consider that home childcare is normally only one person so to mandate that they use it for wage increases doesn't make sense since they are not normally paying themselves a paycheck.
- None
- no
- I like how this incentives quality and may provide more quantity of childcare options
- Start out with a pilot program and expand to meet the need. Scaling up after the first trial year or two seems advisable.
- no
- This might best be done as a pilot program to see how it goes.
- The funds should be used in ffn programs.
- No

Action #3

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted no

- no
- I don't feel the town of Montrose will back this.
- I disagree with the idea that a board/oversight committee is a good idea -- this would be a very difficult thing for staff to manage and respond to successfully. Rather, staff should ensure that funds are used appropriately. Also, this use of public or partially-public funds would probably be a political lightning rod that is better avoided.
- I don't think this would not expand services. We should consider having a not-for-profit to keep payments to the workers.
- n/a
- Too little transparency already exists within the private school sector, there are applicable grants private schools can apply for; licensed home care should be set up to receive CCAP.
- none
- The 'Lowdown' stated that providers could apply for multi-year grants. After speaking with Lori Sharp, grant writer for Maslow and other non-profits, I believe all grants are for 1 year only. This 'Action' would have much bureaucracy, administrative costs, and politics would be involved in administration of grants. This would not be a reliable year-to-year funding.
- This budget is so high it may be doomed to fail. I think something more realistic is needed.
- It does not say where the money would come from. To fund it, money has to come from someone's pocket. That means that either the taxpayers or other providers would be worse off.
- No

From Delegates who abstained

- Much of Action 3 I like. I like help and nurturance for new providers. This has the potential of establishing more providers but I would rather see it be blended with the nurture network. Help with obtaining grant funding and the opening of non-profits might help more community members to become providers.
- This is a wonderful idea but cannot be effective if functioning alone. YES local businesses and government should be working to ensure there are safe and affordable options for the community. and they ought to be putting their money where their mouths are :)

Action #3 Description

ACTION #3: Childcare Providers Fund

The Childcare Providers Fund would be a fund established by the citizens of Montrose. Licensed childcare providers in Montrose can apply to the Provider's Fund for reliable, multi-year grants. Providers would use this supplemental funding to pay better wages to staff and lower fees for families who can't afford tuition.



Features of the Action

- **(Delegate Improvement)** The Providers Fund would require that all grant recipients use some or all of their awarded funds to raise the pay for childcare workers, in order to aid the recruiting and retention of staff, and increase the number of full workday childcare spots.
- The grants could cover, in part, providers' "hard costs" (which include rent, utilities, classroom materials, construction costs, furniture, training programs, maintenance, software, accounting and legal services).
- New childcare and licensed homecare centers can apply for grants from the Providers Fund to help get them off the ground.
- **(Delegate Improvement)** The Providers Fund would prioritize funding of licensed homecare providers to more rapidly increase availability with smaller grants.
- Besides using funds for raising wages for childcare workers, the Provider Fund could assist childcare providers in expanding offerings of tiered pricing to parents based on their household income, and/or extend their hours of operation to include more non-school times, such as late afternoons, evenings, and weekends.
- The Childcare Provider's Fund would also expect childcare provider grantees to work with parents to get financial support from other existing funding sources, such as the Colorado Child Care Assistance Program (CCCAP).
- **(Delegate Improvement)** The Providers Fund would pay for staff to help providers apply for grants and best use the funding they receive.
- The Providers Fund would be administered by either a new non-profit created for this purpose, or as a department of an existing organization. This group would promote the Fund's services to existing providers in Montrose, as well as to anyone interested in becoming a provider.
- **(Delegate Improvement)** The Providers Fund would have a board and/or oversight committee composed of community members who are responsible for ensuring that funds are granted fairly and with transparency. They would also ensure the grant recipients use the funds as intended.
- The fund operators would be responsible for tracking the needs of Montrose parents over time, so they can constantly assess where support is needed most and reallocate resources.

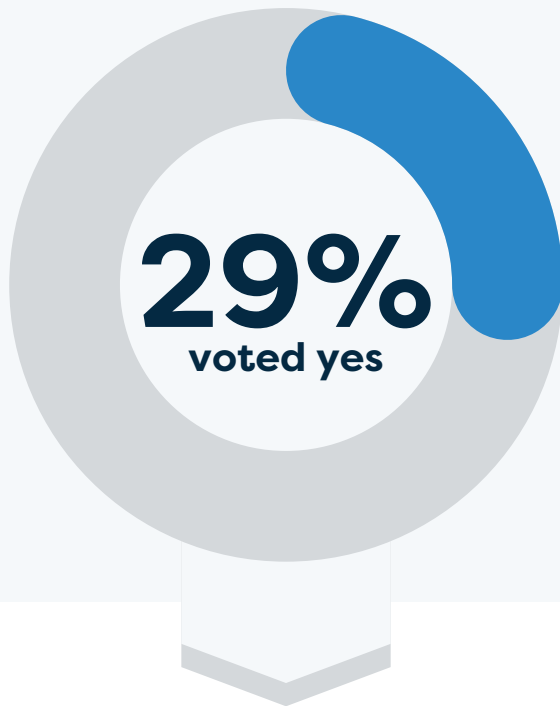
Action #4



Action Overview

Carebucks would be distributed to parents living in Montrose according to household income, the number and ages of their children, and whether any of their children have special needs. Carebucks would be a supplemental form of money that can only be used to help pay for childcare in Montrose. Parents and guardians would effectively have more money to spend on childcare, a combination of their own money and Carebucks. And then providers could charge higher fees that would allow them to pay better wages to their staff. *(For the full Action description, see page 21, and for all Delegate improvements, see pages 98-100.)*

Delegate Voting Results



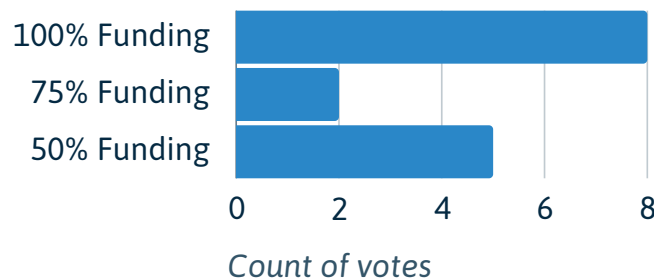
Do you support this action?

- Yes, I support this action at some budget level: **28.6% (12 Delegates)**
- No, I do not support this action: **71.4% (30 Delegates)**
- I abstain: **4 Delegates**

Abstentions are not included in the calculation of two-thirds support

For the 29% who support the action...

Select ALL levels of budget that you would support for this action



Action #4

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted yes

- No
- Not at this time.
- While this might increase wages, would it increase childcare spots?
- I thought in the beginning it said these could be used to bridge the gap between a providers fees and the low amount they receive from CCAP wonder why this was not something that is being considered
- No
- No sliding scales. They never work as intended.
- This action directly addresses the affordability gap that we were tasked with

From Delegates who voted no

- I'm against Carebucks because it would require a large, bureaucratic system that takes a lot of resources to get off the ground and then sustain. I worry about how parent's will actually use whatever system is developed and if it has a technological barrier than it only benefits the most savvy.
- Moreover, I believe that injecting a large amount of money across hundreds of families could lead to unintended inflation in housing costs and would also encourage more people to move to Montrose and further drive up housing prices.
- The unintended side effects of this action are too broad for me to feel comfortable even funding some of this program.
- The gem in this action is the Navigators, and we should pursue that idea as part of another action.
- Different version of food stamps. These programs already exist, have existed, and are extensively abused with a lot of personal experience in both personal and professional life directly seeing this.
- None
- Too complicated for what you get. Prefer provider funding
- no
- I think action 3 is a much better option
- Carebucks would be very expensive and complex to administer, issue, track, etc. Better to have a sliding scale at the childcare locations.
- no
- I maybe wrong in my assumption, but it seems like the back-end setup would be intensely complicated to set up and maintain, especially if it involves app development or blockchain.
- too many moving parts
- I don't believe this action would address the affordability gap as the providers I believe would just raise the rates to pay providers better. those not qualifying for care-bucks would then pay the higher rates.
- I think this would promote compulsive spending and worsen the supply challenges.
- There may be more money in peoples wallets but just no where to spend it with what's available

Action #4

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted no (continued)

- CCAP is already in place, this is a redundant action.
- To much to organize
- There could always be fraud regarding parents being required to be working, seeking work, or attending school. From the 'Lowdown,' as providers charge higher fees allowing them to pay higher wages, the amount required by parents could remain the same.
- Too much room for abuse and children whose parents are not even trying to be legal citizens are eligible. I am staunchly against this!
- It does not say where the money would come from. To fund it, money has to come from someone's pocket. That means that either the taxpayers or other providers would be worse off.
- No
- whoever thought of this must be some sort of tech bro with little understanding of how our community operates.

From Delegates who abstained

- No.
- Not montrose trying to bring back mama bucks solely for child care.
- I have never liked the idea of the carebucks, it sounds like the ebt program that is run nationwide.

Action #4 Description

ACTION #4: Carebucks

Carebucks would be distributed to parents living in Montrose according to household income, the number and ages of their children, and whether any of their children have special needs. Carebucks would be a supplemental form of money that can only be used to help pay for childcare in Montrose. Parents and guardians would effectively have more money to spend on childcare, a combination of their own money and Carebucks. And then providers could charge higher fees that would allow them to pay better wages to their staff.



Features of the Action

- **(Delegate Improvement)** Carebucks would require parents who are registering to demonstrate that they are working, actively looking for work, or going to school.
- Carebucks is not meant to replace existing sources of state and federal funding. Parents would not receive Carebucks who have children who are eligible for CCCAP, Head Start, or Universal Pre-K, nor if their household income allows them to cover typical childcare costs with 15% or less of their household income.
- Carebucks would be distributed to Montrose families with children who have not yet started Kindergarten—or whose children have certain special needs.
- **(Delegate Improvement)** Carebucks would be available to families with young children who live in Montrose, even if the parents are not documented.
- **(Delegate Improvement)** Carebucks would have a system for oversight to prevent fraud.
- Carebucks could be used at childcare centers, licensed homecare or the school district's Early Childhood Education program.
- **(Delegate Improvement)** Carebucks would have a program to help FFN providers become licensed so they can register and qualify for Carebucks.
- **(Delegate Improvement)** Carebucks would be distributed to families every 6 months to help with the next half-year of childcare. Families would only need to recertify to receive Carebucks every 12-18 months, and could sign-up for Carebucks at different times of year.
- **(Delegate Improvement)** Carebucks would require parents to use an app that transfers Carebucks from their Carebucks account to the provider.
- Carebucks Central would have "Navigators" on staff to help parents apply to the Carebucks program. Carebucks Navigators would also help parents apply to CCCAP and other programs for which they are eligible.
- Applying for Carebucks would be much more streamlined than applying for CCCAP.
- **(Delegate Improvement)** Carebucks would give local businesses the opportunity to purchase Carebucks to give to their employees as benefits.
- Carebucks Central would be a new, independent nonprofit, or a department within an existing organization, in charge of administering the Carebucks program and determining how to distribute the funds.
- Providers would register with Carebucks Central in order to accept Carebucks from parents. To qualify, providers must operate in Montrose and meet local safety and health regulations.
- Providers would remit the Carebucks to Carebucks Central, and Carebucks Central transfers the equivalent number of dollars back to the provider.

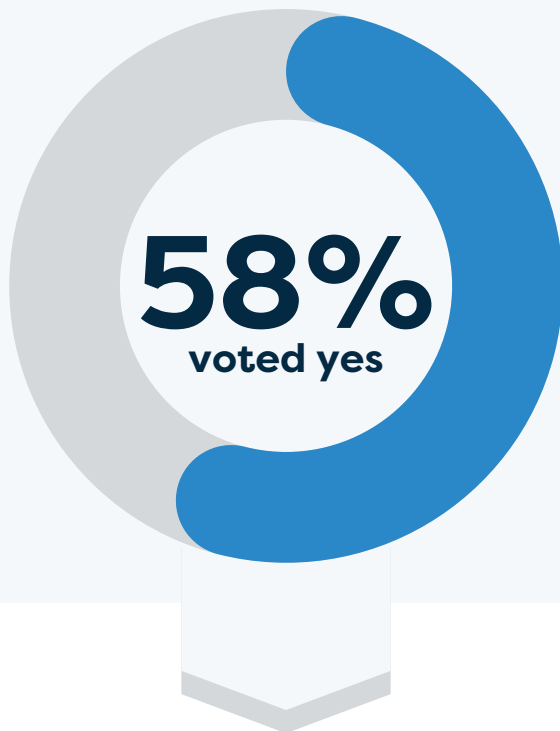
Action #5



Action Overview

Care Corps is a program that would train interested Montrose residents to fill a variety of roles in the childcare system as part-time, licensed caregivers. While open to all residents, it would target young people and seniors who could volunteer their services to the community, or work for school credit, a stipend or minimum wage. (For the full Action description, see page 25, and for all Delegate improvements, see pages 101-102.)

Delegate Voting Results



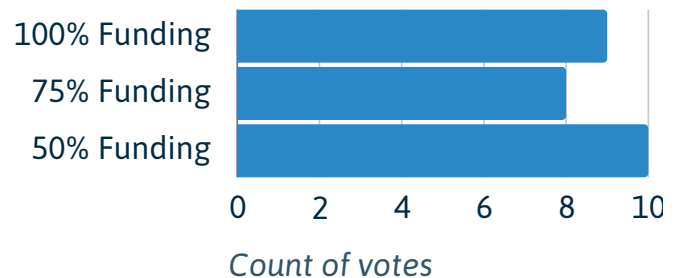
Do you support this action?

- Yes, I support this action at some budget level: **57.9% (22 Delegates)**
- No, I do not support this action: **41.1% (16 Delegates)**
- I abstain: **8 Delegates**

Abstentions are not included in the calculation of two-thirds support

For the 58% who support the action...

Select ALL levels of budget that you would support for this action



Action #5

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted yes

- No
- Not at this time.
- Could this be an Action in addition to others that would help provide more caregivers?
- I feel like volunteers are not paid, if they are paid they are employees or staff
- No
- While I am in favor of this action in concept, I worry about its feasibility in terms of recruiting participants and successfully managing them all and their service to and interactions with the childcare providing companies.
- I worry about finding volunteers and even low wage earners might be difficult to keep. However, I think it's worth a shot as a pilot and if there's enough interest, we can revisit. The main benefit of moving labor to where it's needed is really obvious. It alleviates the already strained system and allows full time employees to either take a vacation or feel less stressed in general.
- As CampMontrose had amendments to find volunteers, it makes some sense to combine this program with the staff dedicated to recruiting volunteers there.
- Should be merged with action 2 and 6
- None
- no
- Start with a small group to assess the cost, level of interest, and financial support required to retain volunteers.
- I would combine 5 & 6 with emphasis on training individuals with emphasis on filling the employment gap as well as having a stable list of volunteers
- no
- This will be only as good as the volunteers that can be found. I'm a little skeptical.

Action #5

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted no

- Volunteers are already needed elsewhere and they are in short supply already
- I don't think this would work. We talk about trouble with paid workers but expect volunteers could run the program, to me this seems contradictory. We should pay good wages with benefits.
- I don't love the idea of relying on volunteers to fill spaces. Frankly, not always reliable
- Pay workers livable wages, volunteers are difficult to come by and unreliable. Programming promoting intergenerational activities between schools and senior programs would be a better idea.
- I don't think there will be enough volunteers
- As a volunteer through the Region 10 RSVP program, I know that there are already not enough volunteers in Montrose to help where needed. Volunteers are hard to acquire and more unreliable than paid employees. Instead of making this a unique program, Region 10 could possibly handle this without needing additional funding or personnel.
- It does not say where the money would come from. To fund it, money has to come from someone's pocket. That means that either the taxpayers or other providers would be worse off.
- No
- I do not like the patchwork quilt of care. What if volunteers are not dependable? I am afraid it would not be very impactful in raising wages and do nothing to create new childcare spots.

From Delegates who abstained

- While I would normally vote yes on this the budget options for something like this aren't realistic to me. This should be rolled into something more viable as a primary choice and be given ?12%? of what's listed.
- I like the idea of opening the opportunity for youths to gain childcare experiences if they're interested in the field in the future
- this idea is interesting but would need lots of structural support and additional stipends to make it a reality.
- While the idea is good, it seems like other programs like RSVP or the high school can be encouraged to provide people for child care programs.
- Volunteers are hard to come by considering we started out at 65 and we are down to 45 delegates.

Action #5 Description

ACTION #5: Care Corps

Care Corps is a program that would train interested Montrose residents to fill a variety of roles in the childcare system as part-time, licensed caregivers. While open to all residents, it would target young people and seniors who could volunteer their services to the community, or work for school credit, a stipend or minimum wage.



Features of the Action

- Anyone 16 or over interested in providing childcare could apply to be a member of Care Corps. They would need to pass a background check, commit to a certain number of hours of work per month, and then successfully complete 20 hours of training.
- **(Delegate Improvement)** The Care Corps commitment would be 12 months. Those who serve more than a year would get public recognition and different certificates confirming their experience level.
- **(Delegate Improvement)** The Care Corps commitment for high school volunteers would be a semester.
- Volunteers would receive training through the State of Colorado's online childcare training platform, Colorado Shines, at the end of which they would earn a license from the State of Colorado to assist childcare providers.
- Some community members could afford to give their time for free, while others could earn a set stipend, school credit, scholarship dollars, or minimum wage. Part of those minimum wages would be paid by the Care Corp program, and part by the provider.
- Because these volunteers would work for free or minimum wage (in part paid by Care Corps), providers could staff up and pay their full-time career staff more, without having to raise their rates.
- **(Delegate Improvement)** Care Corps would pay larger stipends to members who serve beyond the initial commitment (i.e., for members not volunteering their time for free). To incentivize all members to keep serving beyond the initial commitment, Care Corps would provide other incentives using donations from local organizations and businesses.
- **(Delegate Improvement)** Care Corps would work to create a pool of licensed substitutes who can fill in for other Care Corps members or regular early childhood teachers who are sick or take vacation days.
- Care Corps members would be matched to work with existing childcare centers, youth programs, and licensed homecare providers in Montrose.
- **(Delegate Improvement)** Care Corps would avoid sending so many inexpensive or volunteer Care Corps members to a provider's facility that it undermines the employment of teachers who are career early childhood educators.
- Care Corps would be run by two full-time staff operating as a department of an existing organization like Bright Futures. Those two people would coordinate with participating Montrose providers to make sure members are getting paid (if they are getting paid) and to match Corps members' interests with what the needs are.
- The Care Corps staff would collect data to track the number of hours members are working, and to measure the success of the program.

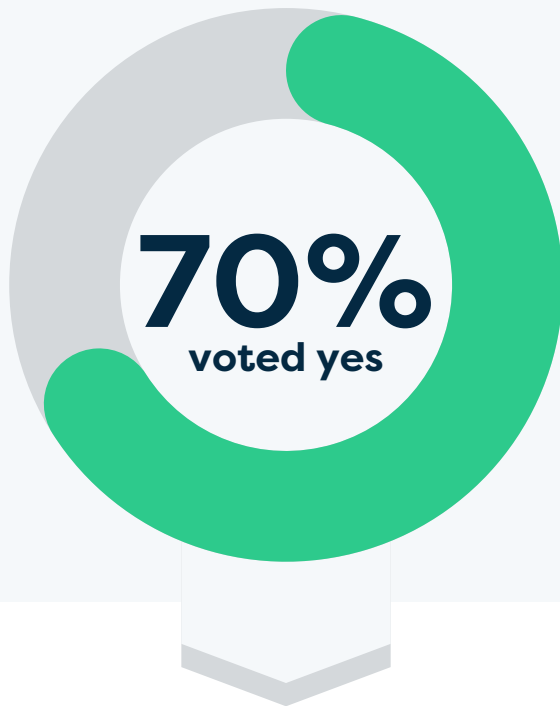
Action #6



Action Overview

The Nurture Network would coordinate the efforts of local organizations that support FFN caregivers, help those organizations extend their offerings, and market to the community to encourage more FFN providers to get training, and more residents to become homecare providers themselves. (For the full Action description, see page 29, and for all Delegate improvements, see pages 103-104.)

Delegate Voting Results: **More than two-thirds support**



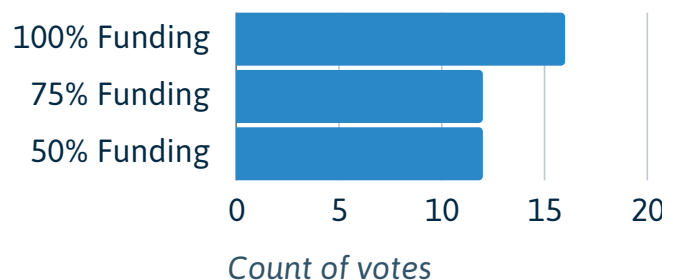
Do you support this action?

- Yes, I support this action at some budget level: **69.8% (30 Delegates)**
- No, I do not support this action: **30.2% (13 Delegates)**
- I abstain: **3 Delegates**

Abstentions are not included in the calculation of two-thirds support

For the 70% who support the action...

Select ALL levels of budget that you would support for this action



Action #6

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted yes

- No
- Not at this time.
- Since Hilltop already has a 'Parents as Teachers' program, this seems like a positive action.
- Is there a way to create a community summit to bring anyone interested in this to come and get more information in a group, most of this is offered free anyway or for little cost
- No
- Remove gift card and “benefits” for getting some education. You either benefit or you don’t. Ultimately the program should scale as there are people who want to participate. More people, more funds, less people less funds.
- I especially like the idea of providing parenting resources and training providers to give children enriching programming.
- I love this idea and capitalizes on excitement that's already present at the library and other organizations that have a plan to train more FFNs. It's low budget, and worth pursuing.
- I am, however, entirely against funding a new, expansive website that creates and shares parenting advice to anyone on the web. That seems hugely outside the scope of this action, and I think was voted in as a misunderstanding. I think a basic website that provides reputable links to parenting advice and also focuses on community events or programs is the right idea.
- Merged with action 2 and 5
- None
- no
- Again I think 5& 6 are talking about much the same thing with 6 adding parents, grandparents and neighbors .
- this is the only one that addresses the biggest age group, the babies!
- I LOVE this one. I feel it’s very practical, would be fastest to implement and help the availability issue in the fastest and most cost effective manner!
- This action is the biggest bang for the buck. The web site should include access to other information from all other actions.
- Support and networking opportunities is usually good. And I liked the idea of the website.
- This Action supports the community by paying the families who provide care thus creating more options for working guardians.
- I think that this would be sufficiently worth while that businesses might help fund it. It would incentivize participation and provide a location to help people access the network.
- Connectivity of community and support for becoming licensed have the potential to bring about more, small providers.
- This is again another option that should be rolled into a better primary idea. This action should also have a MUCH lower budget than 50%... ? 12% ?
- This is the best option in my opinion. All I want to add is a navigation tool on the website for people to find existing programs in place.

Action #6

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted no

- FFN providers who want to expand their capacity can attend training and become licensed. Once licensed, they and apply for provider assistance.
- I would support this on a much leaner budget of 10 percent or so. I think we could have a community corner at the library, offer a pamphlet of local childcare options, offer free educational classes, and have information on progressing childcare education with the Delta Montrose votech and Mesa. This should not cost over 100,000 a year
- If people want to seek out training to be FFN providers they are capable to do it on their own
- Not refined enough
- From the 'Lowdown,' it sounded like the library could already provide publicity (via their Off the Shelf publication) and training for childcare providers. Our city publication City Beat could also provide information on what programs are available to help start, train, improve, and enlarge child care facilities. We pay very high taxes in Montrose (according to salestaxhandbook.com, sales tax is higher than 81% of localities in Colorado), so those taxes should be used for this purpose rather than starting new programs with funding required.
- No
- It sounds like the resources are available and need to be better promoted.

From Delegates who abstained

- No
- Again, an interesting idea, but would not serve the community need because alone it cannot solve the issues. I love the idea of offering free training to everyone though! That helps improve the collective understanding of childhood development and that can only be positive!

Action #6 Description

ACTION #6: Nurture Network

The Nurture Network would coordinate the efforts of local organizations that support FFN caregivers, help those organizations extend their offerings, and market to the community to encourage more FFN providers to get training, and more residents to become providers themselves.



Features of the Action

- **(Delegate Improvement)** The Nurture Craft Network would instead be named "Nurture Network."
- **(Delegate Improvement)** The Nurture Network would actively encourage FFN providers to get licensed and would set up a pipeline to help them with the process and cost of becoming licensed.
- For FFN providers interested in becoming licensed, Bright Futures would provide coaching and advice.
- Under the Nurture Network Action, the Montrose Regional Library District would add Safe Sitter training for grandparents and adults, and Community Options would provide training on topics like CPR and first-aid, administration of medication, and an introduction to developmental milestones and disabilities.
- Interested FFN providers could visit the public library for Nurture Network events and to take the online training provided by Colorado Shines.
- **(Delegate Improvement)** The Nurture Network will offer incentives for participants to complete training, like gift cards to purchase supplies and food for children.
- **(Delegate Improvement)** The Nurture Network would market to seniors to train them and would support foster grandparenting.
- **(Delegate Improvement)** The Nurture Network would, as part of its marketing effort, specifically reach out to fathers and men.
- **(Delegate Improvement)** The Nurture Network would use existing outreach and marketing resources to spread the word about the training that is available.
- Most Nurture Network training would be offered at no cost to FFN providers.
- **(Delegate Improvement)** The Nurture Network would create a robust website with resources for parents (like activities to do at home and other ideas for kids). It would produce robust online parenting training that would be available to anyone in or outside Montrose.
- **(Delegate Improvement)** The Nurture Network would help parents meet other parents who went through training so they could form groups to help care for each others' children.
- **(Delegate Improvement)** The Nurture Network would not just verify that a participant has passed courses and gotten a background check, but would also offer to place their name on a list that parents can find on the internet.
- Nurture Network could be a new organization, a small department of an existing organization, or part of a larger department that gets created to administer other Actions the Unify Montrose Delegates are deliberating.

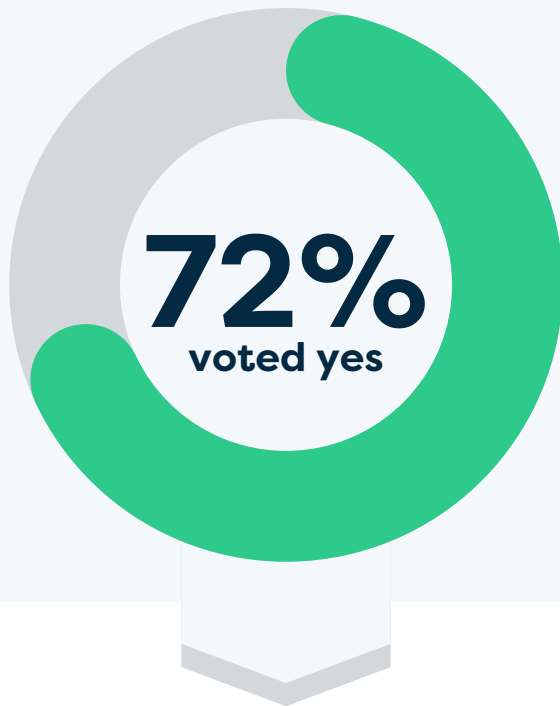
Action #7



Action Overview

The Early Childhood Education (ECE) Center Upgrade would replace the school district’s trailers with yurts that can serve three- and four-year-olds in Montrose, and would also add yurts at elementary schools as needed. Drop-off times would be early enough and pick-up times late enough that parents can work a full day. A preschool camp would be available at the newly updated Center during the summer. *(For the full Action description, see page 33, and for all Delegate improvements, see pages 105-106.)*

Delegate Voting Results: **More than two-thirds support**



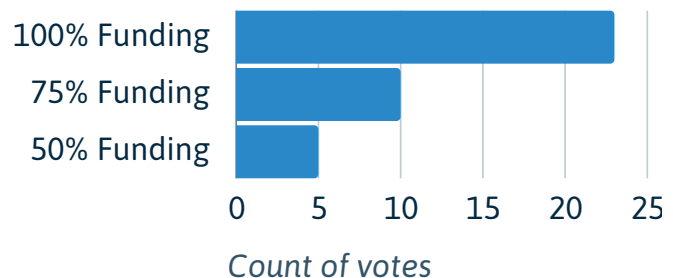
Do you support this action?

- Yes, I support this action at some budget level: **72.1% (31 Delegates)**
- No, I do not support this action: **27.9% (12 Delegates)**
- I abstain: **3 Delegates**

Abstentions are not included in the calculation of two-thirds support

For the 72% who support the action...

Select ALL levels of budget that you would support for this action



Action #7

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted yes

- No
- Not at this time.
- This will need to happen either way, whether we approve or not
- No
- I prefer this action over Action 8 mostly for reasons of cost and political palatability.
- Build the yurt village! What an amazing way to enter the scary world away from home and begin learning! It captures some of our local talent and can create a sense of place in this great corner of the world.
- While these yurts might not have the longevity of a concrete building, the added flexibility and the upfront cost savings is really appealing. I wish we had a comparison to what a brick and mortar building would cost, but based on what was presented to us, we can quickly and affordably add preschools to our community in a really unique and welcoming way.
- I'd love for Montrose to be an example of what education could be, and this unique feature can draw funding and community involvement in a way that other ideas cannot.
- None
- None
- The building is needed forget the issue of yurts or not and get the school board on board! It is their issue not ours to get grants/put it on the ballot and we can help push the idea as residents/and members of Unify.
- The city and county should be doing this already. These buildings are unsafe and why it is even up for debate is shocking.
- A newly constructed ECE building would support our eligible Headstart children creating successful adults, in turn, slowing down or stopping intergenerational struggles.
- As long as the program also served the people in Olathe at its present location now!
- This is an efficient way to provide Pre K programs that will prepare children for public school. The way this program is described is likely to not have capacity needed now and definitely not for the near future. The only issue that concerns me is that there would not be enough capacity for all kids to benefit from this enrichment
- School District process - BEST, capital reserves and Bond.
- none
- This is something that is definitely needed and would expand what is now available.

Action #7

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted no

- While this seems a little less expensive than Action 8, Action 8 seems to be a better choice overall.
- A central location for this program would make it difficult for Olathe parents working northward to make use of the program in Montrose.
- This action addresses too limited an age range. And I believe the Center will be upgraded/updated regardless of efforts put forth through Unify Montrose.
- That is a function of the school district and I think they should decide when and how to fund it.
- The government will have to accommodate more children for the bill it passes in regards to early childhood education.
- I would have voted for this project if it was not in yurts. The cost for replacement of the tarps and heating/cooling at a R-value of 9 would minimize any cost savings from the yurt.
- I feel the centralized location is a disadvantage to most and a convenience to some proximity-wise.
- \$6.7 million! If the school board wants this, they need to roll out the dog and pony show as they did when voters approved a tax for a middle school replacement. This gigantic expense would only help with 3 and 4-year-olds, not with younger children or with after-school and summer issues for older children. The cost per additional child that could be served is astronomical. Let's wait until we see how Universal Preschool works.
- There are already processes in place to make this happen
- No

From Delegates who abstained

- Exactly how many students per yurt? If there are 18 kids per yurt, you would need at least 20. Is there that kind of space at the current facility? Might it be better to build a school?
- Can we use the Polis ECE money for this? I like that it's improving current structures and systems. We also need to have options for families with youth of all ages available.

Action #7 Description

ACTION #7: ECE Center Upgrade

The Early Childhood Education (ECE) Center Upgrade would replace the school district's trailers with yurts that can serve three- and four-year-olds in Montrose, and would also add yurts at elementary schools as needed. Drop-off times would be early enough and pick-up times late enough that parents can work a full day. A preschool camp would be available at the newly updated Center during the summer.



Features of the Action

- **(Delegate Improvement)** The Early Childhood Education (ECE) Center Upgrade would be completed on the site of the existing Early Childhood Center by switching out the aging trailers for yurts, and to create enough spots, also putting yurts at elementary schools, as needed.
- The new facility would include preschool classrooms, spaces for helping students with special needs, administrative offices, with access to a spacious playground.
- **(Delegate Improvement)** The Early Childhood Education (ECE) Center Upgrade would feature centralized materials and equipment storage to serve all the classrooms.
- The new facility would create space for 300 students. Including the half-day spots at Johnson, and the full and half day spots at Olathe, there would be a total availability for 450 preschool students. (Currently, there are 345 total spots in the Montrose area)
- Of the 300 spots created in the new yurt preschool classrooms, 70% would be for full days. (Of the 345 spots currently available in Montrose 39% are full day)
- **(Delegate Improvement)** The Early Childhood Education (ECE) Center would help connect families with children who live further from the school so they could form carpools.
- The ECE Center Upgrade would include security upgrades into the design.
- The ECE Center Upgrade would include the setup of a summer camp program.
- Yurts would be 30 feet in diameter. They would have finished floors, insulation, electricity, plumbing for kitchens and bathrooms, windows, heat, air-conditioning, and would be fully furnished.
- Yurts could be built to meet the current capacity, and more yurts could be added in the future as demand increases, if space allows.

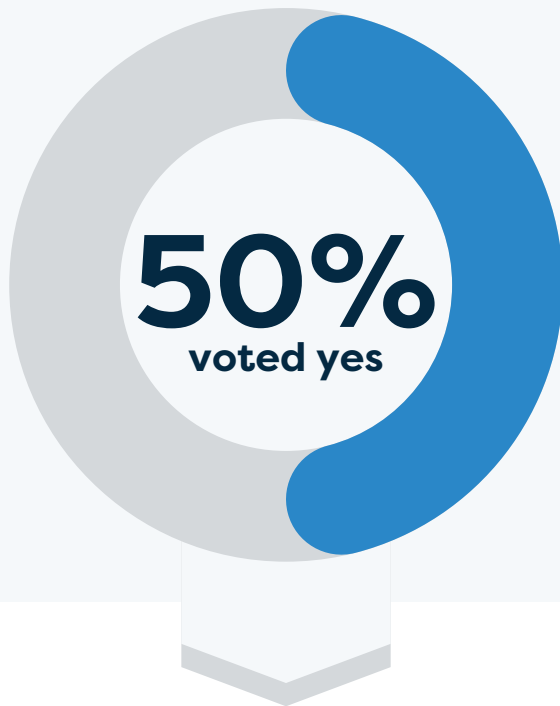
Action #8



Action Overview

The Neighborhood Preschool Project would build yurt preschool classrooms at every Montrose public elementary school to serve three- and four-year-olds in Montrose. Drop-off times would be early enough and pick-up times late enough that parents can work a full day. A preschool camp would be available at the new facilities during the summer. *(For the full Action description, see page 37, and for all Delegate improvements, see pages 107-108.)*

Delegate Voting Results



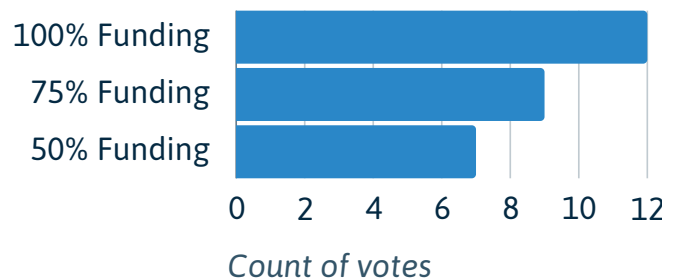
Do you support this action?

- Yes, I support this action at some budget level: **50% (21 Delegates)**
- No, I do not support this action: **50% (21 Delegates)**
- I abstain: **4 Delegates**

Abstentions are not included in the calculation of two-thirds support

For the 50% who support the action...

Select ALL levels of budget that you would support for this action



Action #8

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted yes

- Does this include Olathe
- Not at this time.
- I like action 7 better because I don't know if all the schools have room for expansion but otherwise I like this option too.
- No
- The children in Olathe could be cut out in Action 7 due to traveling etc. if busses could help kids get to Montrose in Action 7 I would prefer this. But the children in Olathe should be given the same facilities and/or opportunities as taxes are paid by all residents. But, if busses or accommodations are met that are reasonable I prefer action 7.
- None
- Whatever is used for the building of neighborhood preschool classrooms, Action 8 supports families in more locations across the community expanding the childcare options for guardians. Using yurts keeps the funds in the community and provides trail-blazing, money-saving education centers.
- #1. A positive for Children might be to attend on the same pre-school grounds as the school that they would transfer to for K-6. #2. # of Yurts could be increased/decreased according to need. #3 Would it make sense to do a comparative cost estimate between using Yurts or Modular buildings? #4 Could current school grounds accommodate the # of Yurts needed
- no
- I like the idea of having multiple locations across town. However, I do not support the idea of yurts as accommodation. I think that there are better ideas to be explored such as new trailers or prefabbed buildings.

Action #8

Delegate Comments

Delegates were asked if they had any other comments on the Action that they wanted to include with their vote. Here are their responses:



From Delegates who voted no

- I think Action 7 does what is needed in terms of preschool and is my preferred option of the two.
- I like the idea of having convenient locations across Montrose and Olathe, but from a logistical, physical, and administrative standpoint, this idea isn't going to be sustainable for the school district. There's too much coordination needed for special education classes, activities, and administrators, and it makes more sense to have a central location like in Action 7.
- Prefer action 7 over this one
- Action 7 handles this.
- none
- Too limited age range, but i am not against preschools at the schools that would host
- It does not say where the money would come from. To fund it, money has to come from someone's pocket. That means that either the taxpayers or other providers would be worse off.
- Again, if it were a permanent structure I likely would have voted differently.
- Ditto my comments for Action 7. \$9.1million!
- No
- Action 7 had the possibility of yurts at some of the schools.

From Delegates who abstained

- no
- I think that action 7 is the better alternative.
- Of action 7 and 8 this one peaks my interest more but not enough to back it.
- We need a resolution that keeps all children in mind.

Action #8 Description

ACTION #8: Neighborhood Preschool Project

The Neighborhood Preschool Project would build yurt preschool classrooms at every Montrose public elementary school to serve three- and four-year-olds in Montrose. Drop-off times would be early enough and pick-up times late enough that parents can work a full day. A preschool camp would be available at the new facilities during the summer.



Features of the Action

- **(Delegate Improvement)** The Neighborhood Preschool Project would build yurt preschool classrooms at each elementary school.
- With this Action, the preschool trailers at Olathe would be replaced by yurts, and the preschool trailer at Johnson would be converted from half-day to full-day use.
- The new preschool classrooms would create space for 420 students. Including full day spots using Johnson's trailer, there would be a total availability for 450 school district preschoolers in the Montrose area (same as Action #7). Currently, there are 345 total preschooler spots in the Montrose area.
- Of the 420 spots created in the new yurt preschool classrooms, 70% would be for full days. (Of the 345 spots currently available in Montrose 39% are full day).
- The preschool summer camp would be available during the summer in some of these newly established classrooms, with the use of the new facilities for summer camp based on parental need.

Delegate Idea Voting Results and Comments

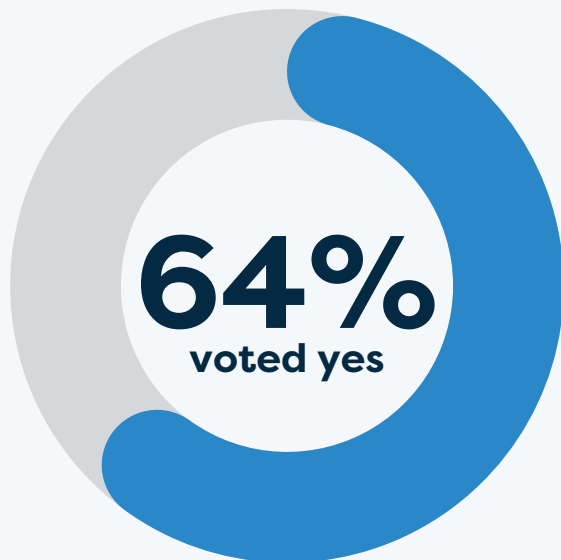
Incubator for Childcare Co-Ops

Delegate Idea #1

Delegate Idea Overview

An initiative to help employers and individuals work together to create childcare co-op facilities throughout Montrose. In these co-ops, parents would lower costs by participating as caregivers. Parents who work during different hours could support each other. The incubator could help organize businesses that want to band together to create childcare spots for their employees. It could also help faith-based and other communities to organize childcare co-ops that embody their values. The idea is for each co-op, within a few years, to be self-sufficient economically, and for the incubator itself to eventually no longer be needed.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **64.4% (29 Delegates)**
- No, this idea should not move forward: **35.6% (16 Delegates)**
- I abstain from this vote: **1 Delegate**

Abstentions are not included in the calculation of two-thirds support

INCUBATOR FOR CHILDCARE CO-OPS

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- Mainly getting the word out so the entire community knows about it
- The "incubator" as being impermanent is especially attractive as is the private business angle.
- I think could be worth considering though with the limited time we had in the trust for all 16 ideas, limited discussion occurred on some of these
- I love this idea and it should be tied into Delegate Idea #3 so have business, city government, health care, restaurant, etc co-ops that support one another.
- I think this is a great idea; it is truly community-based, and I think there are a ton of potential upsides. I'd be really curious to see this idea hashed out a little bit more.
- This idea combines many of the good ideas we have deliberated on IMHO and is a mechanism to bring this community together to solve the childcare problem.
- Let's drop the word "incubator" unless you think it will attract the support of left brained supporters. It's a weird word. I see it has a better definition when used in the business sense, otherwise it gives of matrixy vibes.
- Not at this time.
- Maybe try to tie this in somehow with the website idea on #10
- My comments are reflected in the details submitted by a few delegates and presented in the lowdown.
- Region 10 does this with businesses, so I think they could help do this with a childcare co-op. I also think that this is an idea that would garner community support.
- How do we fund it? Hopefully not from the public pocket.
- This idea has merit. Co-ops can be very effective. Adding some training would be a good idea.
- Offer training in childhood activities and care.
- Great idea for FFN and can be potentially merged with idea 10
- Coops are needed and wanted. I believe most people do not have an idea for how to move forward. Continuing this idea and developing it using more community input would be extremely beneficial.
- I feel like this could help with the affordability gap and the lack of spots gap and help provide an option for the community to come together and solve this problem.
- It's a great idea!
- No
- Many of the earlier presented actions had components of coordination, connection, access to centralized networking and support for finding funding resources for providers, this one could be married with other proposed actions. What's missing is a devoted child centered facility.

Comments

Delegate Idea #1

INCUBATOR FOR CHILDCARE CO-OPS

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no

- I don't think this would be a good idea.
- Not a good way to start. Complicated. Parents entered in this type of childcare option should look into MOPS
- Half hatched idea
- I don't agree with the idea of folks using non certified caregivers. There also just isn't a steady base of spots that come with this
- I think that this would work on a very small scale, about 3 parents.
- Too hard to organize such a large group. worried about continuity of care
- Need to add mandatory child care training
- Co-ops are grassroots efforts by neighbors, churches, etc that shouldn't be using funds meant for public childcare options

From Delegates who abstained

- This was for developing CO-OP between families - someone decided to get business involved

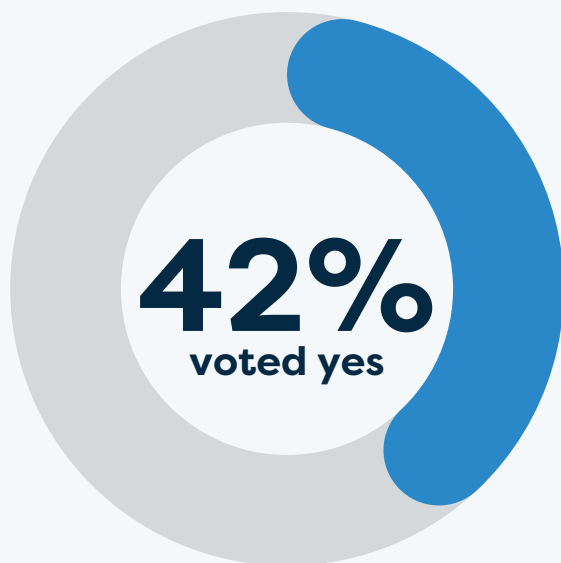
Create a Childcare Center at the High School

Delegate Idea #2

Delegate Idea Overview

Create a facility at the high school where students could receive course credit for assisting professional childcare workers and for being trained as childcare employees.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **42.4% (19 Delegates)**
- No, this idea should not move forward: **57.8% (26 Delegates)**
- I abstain from this vote: **1 Delegate**

Abstentions are not included in the calculation of two-thirds support

Comments

Delegate Idea #2

CREATE A CHILDCARE CENTER AT THE HIGH SCHOOL

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- It could help with training and career choices while providing child care for some community members including high school students who are also parents.
- would need some good supervision but not sure how to make the students reliable and accountable
- None
- This would help both areas of the shared goal; likely improve affordability and increase spots for children. In addition, like automotive classes in high school, students could try out another field.
- Another potentially excellent idea here. Much like the auto shop at MHS, I think this idea would allow youth to explore the field of childcare without much long-term commitment. The major red flag that I see right off the bat is that the students in the course would not qualify as licensed adults, so the center would still need to have enough staff to watch the young kids AND teach the HS students.
- Get these youth educated! Ensure there is solid childhood development education/psychology being offered. Perhaps offer dual high school and college (prerequisite) credit. Pair with cmu! Strengthen the Montrose youth to college/vocational training pipeline!!
- Not at this time.
- It should be used to provide child care for school district employees, first.
- I love that high school students can receive credit, but nothing should be in place at the high school. Students should go to already established facilities
- I think this would be a great idea to introduce aspiring teachers and childcare providers to what Child Care looks like. I do feel the course should somehow extend into the summer for students as well as the school year.

From Delegates who voted no

- Students already have access to Montrose School district Early childhood /pre K Center why make something new when all you need is faculty advisors to develop programs and then also rotate the students thru local preschools who have younger children - work/learn program w/9th ultimate goal of creating new teachers.
- If school board wants this, they can implement it.
- This would have to go thru school board as a part of statewide curriculum. High schoolers could do this independent of high school or after they graduate.
- There's already opportunities for High School students to be involved with the existing programs. They should be pursue that first before starting something totally new.
- I'm hardly sure this is feasible.
- This action does not create additional spots as current employees will still need to be present for children but also watch over the HS students. Although, I think the idea of exposing HS students to this option as a career is great to grow the industry long term.
- improving the current early childhood course options and expanding an internship program are good ideas but a HS locked daycare isn't a part of that
- I'm very picky about who watch children, we have had too many issues with other daycares and younger people

Comments

Delegate Idea #2

CREATE A CHILDCARE CENTER AT THE HIGH SCHOOL

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no (continued)

- Too limited and a lot to manage at a high school.
- This doesn't provide a stable, safe environment. Too many high schoolers in and out of the situation.
- Don't put little tiny children on the same grounds as high school aged kids. Too many bad influences at our high school for little kids to possibly be exposed to at such a young age
- As discussed by our trust, mixing a childcare center and the high school is probably unwise due to the very different challenges of high school students and young children in daycare.
- The high school already has a program for internships and work study for it's students, so this would be a duplication of what already exists. Having a child care facility on the high school could be problematic, as lock downs that occur would be traumatic for young children who would only pick up on others' anxiety without any understanding of what is going on.
- Seems complicated. How would the children fit into the High School, which is already crowded, and the High School curriculum.
- already offer course to help in local schools if interested in teaching. wouldn't have space to add this. lacks consistency for who is caring for the children other than the licensed staff. Keep the young kids away from exposure of teenagers. Move it this idea to the ECE or Outer Range campuses.
- Maybe nearby, but not at the highschool. Doing so would take available students away from existing businesses and the high school is NOT a safe place for children, nor is being around so many students that are ignorant of young children's needs.
- Don't think a childcare at the high school is a good idea, not an environment that supports different age groups. Also there is already a program that helps students be able to intern or work study at childcare centers
- I don't like the inconsistency it would be for the kids having so many care providers.
- Bullies..that age group don't belong together
- Safety concerns

From Delegates who abstained

No comments given

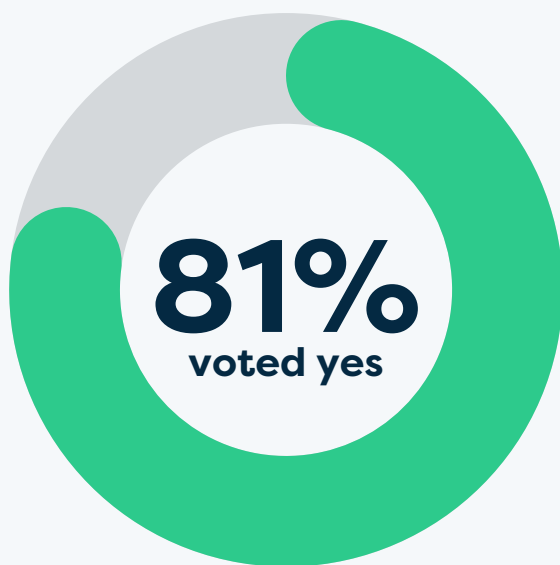
Businesses Incentivized to Create On-Site Childcare Options

Delegate
Idea #3

Delegate Idea Overview

Larger employers (such as the hospital or school district) and groups of businesses in the same location (e.g. the Target/Walmart shopping area) would be incentivized to create on-site childcare. These facilities could be physical additions to existing buildings, current spaces in existing buildings, or they could be yurts at a nearby location. The childcare centers could be open to all children in the community, but employees with children from sponsoring employers would receive a discount and could have their tuition automatically deducted from payroll.

Delegate Voting Results: **More than two-thirds support**



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **81.0%** (**34 Delegates**)
- No, this idea should not move forward: **19.1%** (**8 Delegates**)
- I abstain from this vote: **4 Delegates**

Abstentions are not included in the calculation of two-thirds support

Comments

Delegate Idea #3

BUSINESSES INCENTIVIZED TO CREATE ON-SITE CHILDCARE OPTIONS

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- Businesses need to be more vested in their employees. Most in this area don't care. you are just a number and can be replaced in a minute
- This should tie into co-ops to spread the cost. Business incentives like tax breaks or grants would be a useful tool to get the rooms up and started. I recommend we start with local businesses before we attempt to recruit large chain stores. I imagine their will be push back from corporate, but if we can display the economic pressure, then maybe we'll get more buy in.
- I don't think you can get the big corporations to participate but Montrose County, City and the health care services should participate.
- Start with the largest employers(school district, hospital, county, city) and if they can make it work expand to smaller local employers
- Assuming adequate "incentives" can be identified, having childcare at the place of parents' work would be good. Plus, I like getting employers to accept some of the burden their employees face to show up to work every day.
- I worked in an agency that provided a day care for its employees, and it was a win-win for everyone. Staff could visit their children at lunch and on breaks and could be readily available if the child had a problem day care could not handle. It also reduced absenteeism and saved both the parents and the agency time and money.
- This could be a recruiting advantage for Montrose. But it might be difficult to get off the ground.
- would increase employees work attendance.
- It would behoove businesses to have onsite childcare. What are the existing barriers? Looking into this issue further would be worthwhile.
- Might help motivate employees to work for those businesses also helps provide childcare at one location to help with lack of childcare availability
- Businesses should be a part of helping to solve this child care problem.
- how to get the businesses to pay the childcare workers a good wage to sustain this program. would like to see the people who work, continue education get first priority for the childcare then can move on to the community
- Child care should be an employee benefit.
- If the incentives were enough, it could improve access and possibly lower costs to families
- I loved all the holes poked in this idea when I met with my Trust; all of the points brought up were valid and fantastic. I think a lot of the downsides (incentive for businesses, cost, etc.) could be assuaged with more discussion. I believe that this idea has the potential to close both the availability and affordability gap in local childcare.
- Just as local government rolls out the red carpet for business development, it's time to start putting that money to uses for the good of the majority. Incentivize large businesses who actually employ many locals.
- Not at this time.
- Employees of the sponsoring companies should receive preference for placement of their kids.
- I believe this would help with employee retention
- No

Comments

Delegate Idea #3

BUSINESSES INCENTIVIZED TO CREATE ON-SITE CHILDCARE OPTIONS

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no

- Businesses (hospital, schools, Walmart, Target) can do this if they want to without us.
- Employers are already paying more for paid parent leave. Some employers could voluntarily adopt a program like this but only if it fits for their company.
- What and how are businesses being incentivized. Why are we thinking we can tell a business what to build. Some of the largest employers are government and their funding can't be used other than what it is targeted for.
- This ultimately would not benefit the community as the cost of adding an on-site childcare option would be costly and most likely cause the business to move, incorporate those costs into their goods/services, or other non beneficial ways
- It's a great idea, but there are too many businesses that can not participate.

From Delegates who abstained

- Being a little pessimistic with this option but I feel like the large businesses in Montrose could've/should've/would've done this already if they had the resources or will power to do it. I am not sure what business incentives could be offered, or even what businesses are big enough to support this idea other than the ones mentioned. If we had large businesses in Montrose it would be nice to see them come together to create a childcare center in a centrally located area (by Hobby Lobby because that is central to Target/Walmart and the big entities) but it is a little pipe dreamy
- Businesses could be required to support a devoted, non-profit municipal facility that was dedicated to the healthy growth and development of our children. The focus should be about the business of kids not businesses doing childcare as an aside.

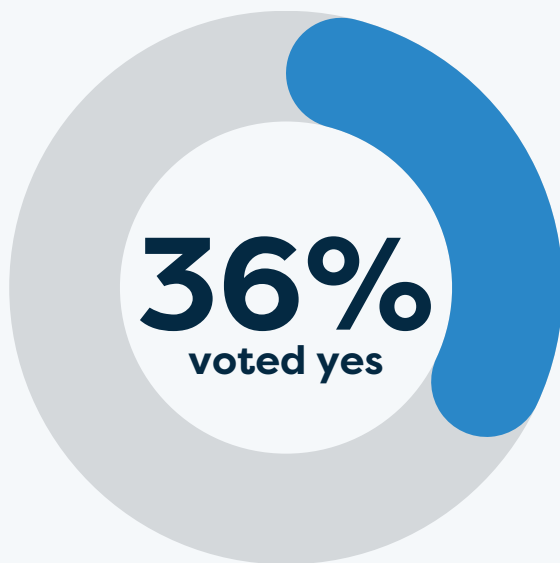
Nonprofit Payroll Provider to Support Wages and Provide Benefits to Childcare Workers in Montrose

Delegate Idea #4

Delegate Idea Overview

Rather than increase wages of childcare workers by making grants to provider organizations (e.g. Provider Fund), create a nonprofit that Montrose providers use that handles payroll for their staff, that supplements staff pay to increase wages, and that also provides benefits (health, dental, vision, 401K, etc.).

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **35.7% (15 Delegates)**
- No, this idea should not move forward: **64.3% (27 Delegates)**
- I abstain from this vote: **4 Delegates**

Abstentions are not included in the calculation of two-thirds support

Comments

Delegate Idea #4

NONPROFIT PAYROLL PROVIDER TO SUPPLEMENT WAGES AND PROVIDE BENEFITS TO CHILDCARE WORKERS IN MONTROSE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- None
- I think there is more to this idea that I'd love to see discussed further. Besides the increased wages from this nonprofit, what benefit do businesses have in outsourcing their payroll system? I believe this idea definitely has some weight, and would be curious to hear more.
- Not at this time.
- None
- No

From Delegates who voted no

- This collective salary idea is too socialist.
- Who is going to take on the task - cost of benefits are not cheap - cost of operating who pays.
- I think the responsibility falls on the business to provide this benefit, not a third party organization
- I feel this is a non-starter.
- Not sure how this would work.
- Leave benefits to the individual businesses.
- I think that this would be hard to implement.
- I didn't get the benefit of this one
- Seems like an unnecessary bureaucratic middle entity that would cause major chaos if not staffed/trained correctly.
- Sounds expensive
- Too complicated and costly to administer.
- Who runs the nonprofit. This has all sorts of complication potentials. Each of the providers are individual businesses with individual business plans.
- This idea was unclear
- Don't think it's a feasible long term solution.
- Not exactly sure how this entity would play out but I would rather see businesses increase pay than create another entity to deal with an issue. I understand that the cost of increased labor has ramifications on the business but creating another entity also has its costs and burdens. If there were more outlets for the businesses to get funds/grants for their employees to be paid more that might help but creating this whole other entity, and to have that entity work with payroll seems cumbersome.

Comments

Delegate Idea #4

NONPROFIT PAYROLL PROVIDER TO SUPPLEMENT WAGES AND PROVIDE BENEFITS TO CHILDCARE WORKERS IN MONTROSE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who abstained

- Is it going to touch the availability gap
- While I think it would be great for child care staff to have better wages and benefits, I am unclear about sustainable funding for this idea.

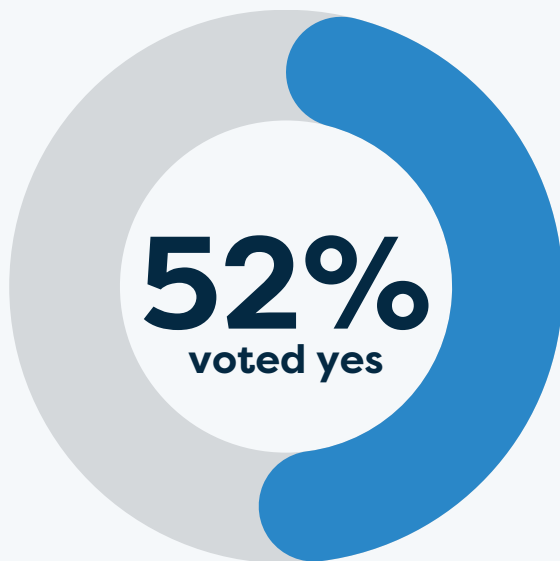
Free Childcare for Childcare Employees

Delegate
Idea #5

Delegate Idea Overview

This allows for childcare workers to be paid normal (market) childcare wages, but with a perk of free (or significantly discounted) childcare paid by local government.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **52.3% (23 Delegates)**
- No, this idea should not move forward: **47.7% (21 Delegates)**
- I abstain from this vote: **2 Delegates**

Abstentions are not included in the calculation of two-thirds support

FREE CHILDCARE FOR CHILDCARE EMPLOYEES

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- I think this is reasonable to be explored. It may create incentives to go into to this industry because of the benefit of free childcare. As long as the additional income/ availability of spots increases relative to the new expenses is offset, I feel it's valuable to pursue.
- This needs much work but could be a good idea to help the situation and potentially encourage more people to want to work in the childcare industry.
- since the fee would be supplemented by state tax this could benefit both employee and employer
- I'm here for this idea but what would be infinitely better would be to significantly pay childcare employees more. Not a meager increase, where they are then living without any opportunity for federal assistance, but a solid living wage 🍷
- Helps with creating desirability of workers, MAYBE?
- This is already happening and needs no further attention
- Its only right
- This would be a great benefit. It would be like getting a free gym membership for working at a gym.
- No
- 110%!

From Delegates who voted no

- This is honestly just too small to make a significant impact. An alternative is encouraging licensed homecare where you can care for your own kids and take on additional ones.
- Would take spaces from providers unless they were paid for the free space
- I'm not a huge fan of this idea; sure, it looks great as an idea, but I believe that there are a lot of downsides. For example, the childcare providers would still have the same expenses (they would still need to pay the parent-childcare employees), and their income would be lower (not receiving fees from the kids of their employees attending).
- How do we fund it? Hopefully not from the public pocket.
- keep the government out.
- Local government pays? That means home owners pay or they raise the tax on food.
- I know many child care workers who already do this (the girls who provide childcare at the Montrose rec center already do this and bring their own kids for example)
- Too complicated and might not be fair to providers.
- This idea is already in place for many childcare facilities. If not free, then significant discounts are offered. Again, leave this to the individual businesses.
- Someone else ends up paying for this. I think that reduced cost would be better.
- I like this idea, but this should be left to the employer to decide if it is a sound business decision. If it increases the number of staff, they could still do this without Unify Montrose even discussing

Comments

Delegate Idea #5

FREE CHILDCARE FOR CHILDCARE EMPLOYEES

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no (continued)

- This should be up to the individual providers
- Just not on board with this idea
- While I do think providers should provide discounts or free for their employees, that is an individual business decision.
- Throughout this process, I thought many people got into childcare to take care of their own children as well so I don't know if this is a big issue. Also, I support just paying them more.
- Discounted perhaps, but not free.
- This doesn't help centers keep their costs down. Discounts are usually already offered.

From Delegates who abstained

- Is it going to address the affordability and or availability gap?
- This already happens in the private sector of childcare. Often care providers are people who have young ones at the center. The public preschools are free if parents can get the children into slots. How does this impact FFN who are often providing slots to the youngest of our community members, before they are preschool age?

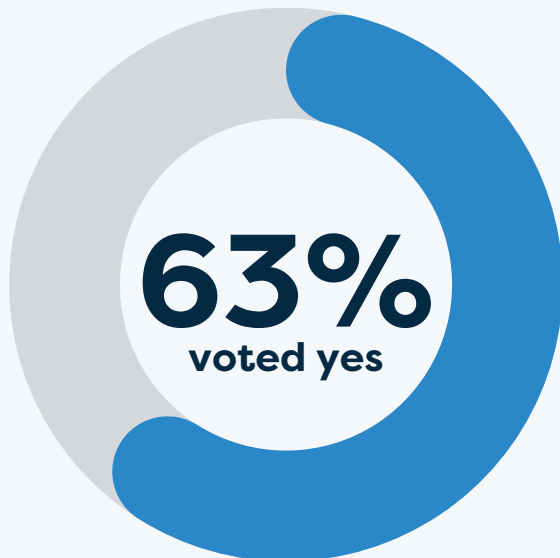
Scholarships for Early Childcare Education Students at CMU-Montrose

Delegate
Idea #6

Delegate Idea Overview

Since the CMU-Montrose courses need an enrollment of 10 students, fund annual scholarships for students studying early childhood education to drive enrollment numbers and keep students (and new early childhood graduates) in the Montrose community.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **62.5% (25 Delegates)**
- No, this idea should not move forward: **37.5% (15 Delegates)**
- I abstain from this vote: **6 Delegates**

Abstentions are not included in the calculation of two-thirds support

Comments

Delegate Idea #6

SCHOLARSHIPS FOR EARLY CHILDCARE EDUCATION STUDENTS AT CMU-MONTROSE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- FUND THE PEOPLE! At minimum please create more opportunities for higher education like scholarships. There are many folks who are unable to dream of life outside of generational and cyclical poverty and this could help heaps!! Get the city to match, then get the sunrise morning rotary club to match (they allege that helping youth is their mission), then take the initiative to local faith based orgs (mega churches are bankrolled) to have funding tripled 😊
- Others said scholarships are available but how many are full rides...? Free education is something I always vote on. Hopefully the youth becomes more educated than us so when we hand off society to them, they can handle it. "This world is not the world of our fathers it is the world of our children and only they should decide on how we are to govern." [initials redacted] (That's my quote).
- already happening. free college tuition for HS students
- None
- It should be used to provide child care for employees of the school district. How do we fund it? Hopefully not from the public pocket.
- There are scholarships waiting - CMU/DMEA just to mention a few- lets look at recruiting not paying for their full education
- Love this idea. If you could find local donors/benefactors to fund the scholarships that would be a bonus!
- This would be a future help to our childcare situation.
- Once concern that was raised is that the student might not stay in childcare and the scholarship money will then be wasted.
- Sure scholarships are great
- No
- Love this idea!

SCHOLARSHIPS FOR EARLY CHILDCARE EDUCATION STUDENTS AT CMU-MONTROSE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no

- I don't think we should be relying on our local college to solve our issue. If those that qualify and pursue this edu. eventually leave, it does nothing for the Montrose community
- N/A
- Sounds expensive
- Too small and no way to keep them in the area. Too likely that they'd move away.
- What incentive would students have to stay in Montrose post-graduation? I love the idea of providing scholarships to ECE Students, but I don't think it aligns with the Common Goal.
- This is already happening. HS students can (and do) take classes on scholarship and there are other scholarship options for childcare provider workers.
- how do you hold these students accountable to go into that profession
- I like this idea as well but nothing would encourage the trained students to stay in Montrose.
- It would be difficult to require individuals to stay in the community.
- You cannot restrict students on where they have to live by offering scholarships. Too many factors come into the decision to stay or not stay in Montrose. Housing costs and the overall cost of living might make this option impossible.

From Delegates who abstained

- Montrose Fund is a full ride for any graduating high school student going straight to CMU. Fall 2024 CMU will have full ride for any student whose family annual income is \$64K. Money is there.
- Who would fund this? I am on the Library Foundation Board, and we are struggling to fund our scholarship program, despite people liking the idea.
- No
- This is a good idea. Why not? Any small step to aid and encourage people to step into early childhood education should be embraced. I abstained from voting because I believe the impact to be minimal.

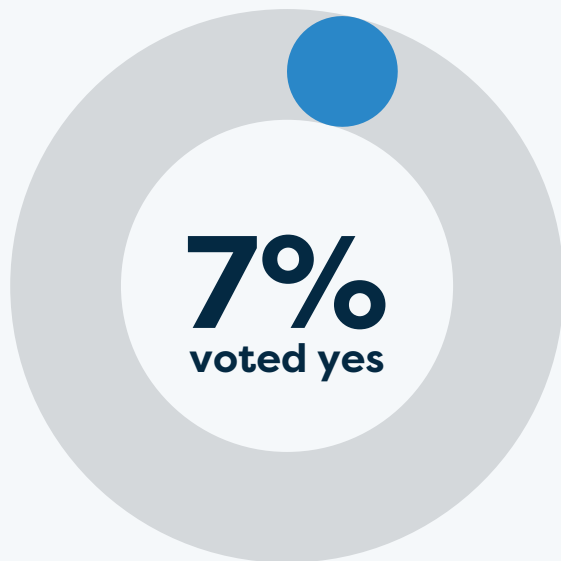
Put the Brakes on Unify Montrose

Delegate Idea #7

Delegate Idea Overview

Stop current efforts of Unify Montrose and instead, focus on encouraging and enabling families to raise their own small children.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **6.8% (3 Delegates)**
- No, this idea should not move forward: **93.2% (41 Delegates)**
- I abstain from this vote: **2 Delegates**

Abstentions are not included in the calculation of two-thirds support

PUT THE BRAKES ON UNIFY MONTROSE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- UM did this all wrong. We need to start all over with a current assessment. We need to know the size and scope of the problem/opportunity before we can move forward. We were given old data provided during a statewide lockdown. The surveys were biased towards parents who used childcare. It was not random.

From Delegates who voted no

- This is ridiculous, if they don't want to participate they didn't have to. I believe this is a good foundation and it has helped create a platform for a discussion that needs to be had and it's giving us tools on how to proceed forward to solve a problem.
- Not a good thing.
- doesn't solve the need for quality child care
- "Cuz the haters gonna hate hate hate hate"
- So dumb, let our children be educated in buildings that are literally falling apart. Yeah ok.
- Are you kidding? How can a delegate who has participated in this process even think that stopping the momentum begun would be good for our community and our children. I am insulted that a fellow delegate even suggested this! The work done by all the delegates deserves credit not dis-credit!
- This is a fantasy. Employers don't pay a living wage so no parent can stay home with their child. Raise wages. Also, its extremely rude to push your archaic religious beliefs on the community. Please no American taliban here.
- I think [name redacted] put blinders on on day one and hasn't learned anything since. The rest of our trust have said that we learned a lot in the process and that it needs to continue.
- Horrible idea to just sit and do nothing
- I am very grateful that Unify America chose Montrose as a pilot project. UA has given us so much support and direction. Why would we 'put the brakes on'?
- We need to have some movement on this issue.
- Someone seems biased. If we were able to use what we already have, this whole deliberation would have been completely unnecessary. We obviously need help as community and support in figuring out how to actually help each other.
- Narrow minded.
- This defeats our entire purpose of this assignment.
- I think Unify Montrose is a worthy effort and the immense expense and effort it represents should be honored and seen through to its fullest.
- I don't believe this to be productive to our shared goal of creating quality childcare
- Not realistic in the society we have today. If people want to stay home with their children they should I do not disagree with the concept. Inflation today likely doesn't allow for a one income family.
- This idea is honestly disappointing to read. We've all committed at least 24 hours of our time meeting for the past 12 weeks, and that's not including the time spent by the solutions team and UnifyAmerica. That time and momentum shouldn't go to waste.

PUT THE BRAKES ON UNIFY MONTROSE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no (continued)

- A blatantly unhelpful idea. Bad. :(
- This was elitist and perpetuates shame culture. No Thank You.
- This is Silly. I am fine with encouraging and "...enabling families to raise their own small children." But Unify Montrose could be the very vehicle to explore ideas of ways to do so. The person suggesting this apparently didn't understand the point of the process. Instead, he/she should be addressing "the shared goal."
- This idea is subjective to the one who thought it. I believe this idea came from some who either doesn't have small children or doesn't realize there is a childcare issue.
- This was a naive suggestion put forth by someone who has an agenda. In the real world, parents can't not work and support a family. Many grandparents are still in the workforce, because they are raising their grand children due to parental substance abuse, etc. Using biblical arguments to support this idea is over the top.
- That's not even a question, everything Unify has done has served to increase a sense of community and unity.
- Dumb.
- Accelerate Unify Montrose. A problem exists and it's trying to help the community solve it. Those that deny the problem or wish to obstruct solutions should calmly stand aside and let solution minded people do their work.
- Highly disappointing.
- I do not believe it is an either or. We can go forward with ideas and discussion through Unify and we can also find ways to support families who are doing their own childcare. We need to support Montrose parents regardless. Often, the choice of a parent staying home to provide care comes with financial sacrifice. Connecting the two communities would be beneficial. I keep coming back to the idea that we need an Early Childhood Facility.

From Delegates who abstained

- Marx & Lenin's idea were not education but brain washing - families are important but the old style neighborhood families w/ a built in helper system is not sadly today's normal lifestyle
- This is not why we are here. It is interesting but under another umbrella.

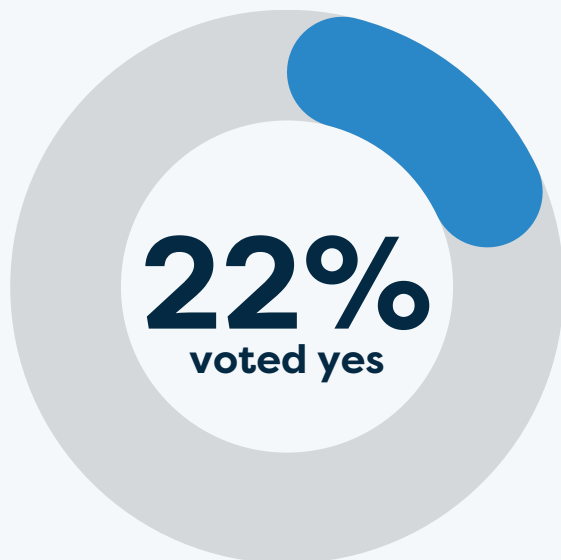
Lower Taxes for Families with Young Children

Delegate
Idea #8

Delegate Idea Overview

Lower local taxes and/or provide a tax rebate to families living in Montrose with young children, so parents have more discretionary income to better afford childcare or stay home and raise their own children.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **22.0% (9 Delegates)**
- No, this idea should not move forward: **78.1% (32 Delegates)**
- I abstain from this vote: **5 Delegates**

Abstentions are not included in the calculation of two-thirds support

LOWER TAXES FOR FAMILIES WITH YOUNG CHILDREN

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- This could potentially be beneficial as this is the only option that supports parents who want to stay at home and take care of their children but can't economically. There would have to be a way to make sure this doesn't get abused however, such as a family gets a tax break for having kids but doesn't use it for childcare. Also, isn't there already a tax break for having kids?
- Government would have to pass legislation
- The only downside is dishonest people trying to claim other people's children to get lower taxes
- This happened on a federal level during COVID with the child tax credit and did raise children out of poverty. I think the federal government needs to make this permanent so see this as more a federal versus local focus.

From Delegates who voted no

- Families with children already have the earned income credit on both federal and state taxes, so there is already relief. If taxes are lowered it needs to be across the board. Less tax overall will allow all residents to be able to afford living in Montrose
- no way to regulate the money they save would be used for child care or to stay home.
- I mean sure if I get to be sales tax exempt because I have a baby . hahaha
- I'm all for lower taxes, but those of us who have grown kids should not be left to pick up the tab. We all need lower taxes and a more openness as to where and who our money is going to
- Governments need their tax funds.
- unworkable.
- Too complicated and reducing taxes in our community will only stretch dollars more.
- none
- This would politically be a nightmare in my opinion.
- I don't see how local taxes can be modified in a way that needy families will benefit.
- I do not support giving incentives for having children or penalizing those that chose not to have children.
- Taxes are a touchy subject and this is going to be too controversial to help matters move forward.
- Too small of an impact with very little benefit. The local government really gets its money via sales taxes (which would be difficult to exempt you from) and property taxes which again is difficult to exempt for people with children and something that has to be handled by the state.
- There are federal childcare tax credits and stipends already. I see this lowering taxes for some and raising it for others, or at the sales tax level which is already over 10% in the city. Sounds great on paper, not great in implementation.
- It could be a help but maybe would be only limited help. And there is already this with child tax credits. Instead, it would be more help if families could work less hours and still have benefits taxes pay for such as healthcare

Comments

Delegate Idea #8

LOWER TAXES FOR FAMILIES WITH YOUNG CHILDREN

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no (continued)

- Who pays for the low tax?
- How can this possible be provided at the county-city level.
- Not fair and you can't separate them.
- I am not sure I fully understand how this would work and its logistics. It seems like we are incentivizing people to have kids and families, ignoring those that cannot or do not want to have kids. Some of those people may be the child care providers themselves and love kids but cannot have their own. It is an entire community issue and I am personally more apt to support ideas that keep the community bound together and working together.
- This is more of a state/federal matter, but I wholeheartedly disagree with it. Tax credits already exist. People should plan their families and have children when they can afford them.

From Delegates who abstained

- I don't believe lowering taxes will help this problem
- Seems complicated to codify and unlikely to make it to the ballot.
- (And/)Or perhaps higher taxes for higher incomes?

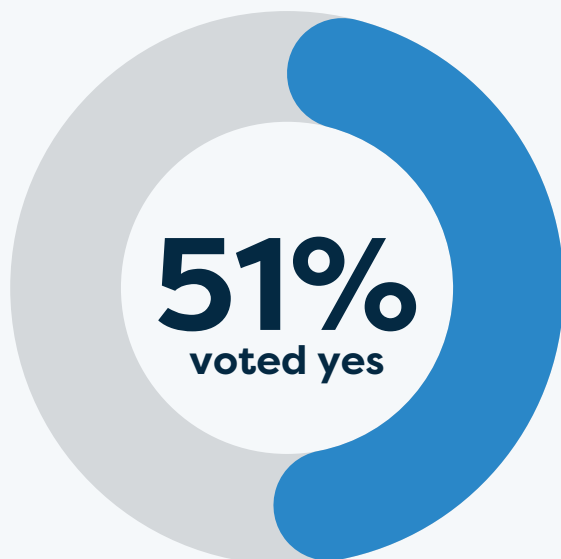
Continue Studying and Monitoring Montrose Childcare Data

Delegate Idea #9

Delegate Idea Overview

Implement the number one recommendation from the Root Policy Assessment report to "continue to proactively track the key metrics for childcare demand." On an ongoing basis, update the metrics based on new, strong data, and delay any measures that have a cost to citizens of Montrose.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **51.2% (22 Delegates)**
- No, this idea should not move forward: **48.8% (21 Delegates)**
- I abstain from this vote: **3 Delegates**

Abstentions are not included in the calculation of two-thirds support

CONTINUE STUDYING AND MONITORING MONTROSE CHILDCARE DATA

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- But doesn't actually achieve any goals. But good to get a better understanding of data
- We pay too much money just living in this area, without adding more to it
- How do we fund it? Hopefully not from the public pocket.
- This would be a key component to making any program viable for the future.
- As long as the ideas that were voted by 2/3 of the assembly are still presented to stakeholders.
- Seems this is a given. Without tracking and metrics you cannot determine success.
- It's true that the data that was collected is hard to extrapolate from the weirdness of COVID and is challenging when the group was largely self-selected online. None the less, there is a clear need for more access to childcare and we need data-driven solutions.
- This is a must to do anything. If you don't know your history, you're damned to repeat it.
- Maintaining current data is useful in finding grant money ♥
- Isn't a bad idea.

From Delegates who voted no

- Logical course of action
- I think this will just put a halt to the overall goal. I believe this also came from some that does believe there is a childcare issue.
- The problem has already been studied and is not going away no matter how much data we get moment to moment.
- This needs to be combined with the do a new survey idea
- How can throwing another study at this large problem be of value to our community and our kids? Monitoring progress of approved Actions has merit!
- Collect data on child care but we don't need a new study.
- Doing this seems to rely on the idea that information currently at hand is inadequate to determine that a problem exists. I disagree. It is clear that a problem exists and should be addressed.
- I don't think this should be an action to pursue the issue directly but not a bad idea to continue
- this could be interesting but does nothing toward the shared goal
- Good idea
- no need.
- Not gonna solve the problem and we've already discussed. This is a fluctuating issue, and it could be better or worse at any point in time.
- Obviously yes, the problem should continue to be observed and studied. How else will we know if any of our actions are beneficial? But again, it doesn't align with the Common Goal.
- Ongoing data analysis should continue, yes. To say the data collection is incomplete or flawed is simply an obstructionist tactic. Even the best of data sets can be scrutinized and made to seem unreliable. The data support what the eyes can see. It is unfortunate that some have sewn their eyes shut.

Comments

Delegate Idea #9

CONTINUE STUDYING AND MONITORING MONTROSE CHILDCARE DATA

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who abstained

- Sure, this info should ALWAYS be continued to be studied and updated.... isn't it already??

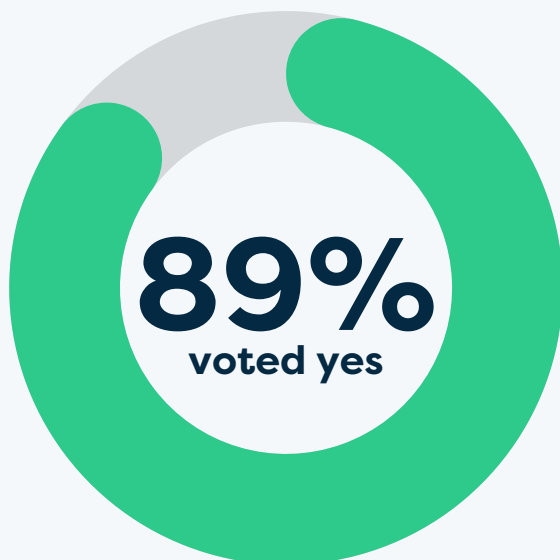
Comprehensive Montrose Childcare Resources Website

Delegate Idea #10

Delegate Idea Overview

Create a single website portal where Montrose residents can access resources and links to local and state websites (such as CCCAP and Colorado Shines), as well as information on Actions the Assembly may adopt. The portal website should cover a range of childcare needs and include information or links on financial aid, finding childcare, transportation, etc. The website could also advertise trainings for family, friends, and neighbors. While these resources exist across several websites, there is not currently a single location for this information. The website should also include a social media presence. When possible, make use of existing resources.

Delegate Voting Results: **More than two-thirds support**



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **88.6%** (**39 Delegates**)
- No, this idea should not move forward: **11.4%** (**5 Delegates**)
- I abstain from this vote: **2 Delegates**

Abstentions are not included in the calculation of two-thirds support

Comments

Delegate Idea #10

COMPREHENSIVE MONTROSE CHILDCARE RESOURCES WEBSITE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- With a limited budget I think this would be helpful. Possibly tagging onto the City of Montrose's website or the library's website.
- We need this only because this community does not communicate very well
- I think this should be but one section of a comprehensive site to find help for most areas where people need help. Housing, food, clothing, medical, etc.
- This seems to tie in with Action #6-Nurture Network. This would be a great help to many parents.
- This is very much needed by parents and childcare providers.
- This idea is incorporated into some of the other ideas we were deliberating on. This should definitely happen as it would help any of the ideas that get funded.
- I love the idea of a centralized place for local resources and government aid.
- Absolutely need to implement this in some form
- Yes!! At *minimum* let's make the resources easy to find and easy to understand (multilingual and also written at a 3rd grade level) so that more people can make informed decisions.
- This can be partner with a variety of other ideas and actions. A one stop shop of resources for childcare.
- We have several entities in Montrose like Region 10, Hilltop, the library, etc. that could build and maintain a website. It would need to be user friendly and easy to use. A one stop place for questions, resources, availability and so on would be great.
- Keep it simple. Informative only as to what is available.
- A single website that is a one stop shop would be pretty cool. Kinda like the "Amazon" of childcare for Montrose.
- great idea
- Excellent idea
- Great idea and this could also tie in with the co op or nurture network!!
- It might be best to have a focus group or similar help design the site to be as useful as possible to the people who need it most.
- I would think that this idea is relatively low cost in comparison to impact. It seems that it would be a great resource in putting all material in one place.
- This probably would be good "bang for buck" option to address affordability where some families do not know how to find resources
- But to make it cheaper get a team of Unify Montrose people to do a search - we are good at digging up data and then creating a list for publication Montrose Press/DMEA/Montrose District Library/Montrose public School District. And once it is written up let the High School computer classes take it on for a graded project yearly - that's cheap but affective.
- consolidation of online resources will speed decision making.
- I believe this alone will not solve the problem, but I believe it is an amazing platform that could help put all of these actions together and put resources in places for parents and people who want to become providers and volunteers that want to help

Comments

Delegate Idea #10

COMPREHENSIVE MONTROSE CHILDCARE RESOURCES WEBSITE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes (continued)

- A wonderful "little squeeze, little juice" idea, this action makes information gathering much easier for families.
- I support looking into this idea further. I'm not sure I like the idea. Since yellow pages are now useless except as paperweights and door stoppers, finding childcare options is difficult. Having something simple would be great. BUT, a business website is not that expensive and can easily be set up at little (or free) cost, so I'm not sure why it's needed?
- This website does not need to be a place where people apply and get childcare but merely a vessel for getting the information out there of where to go and resources in the area. I think that would help get the website up and running faster as this is an extremely important/great idea.
- 100%!
- Yes, if set up and maintained well, a resource guide would be very helpful for childcare and other social services, too.
- A centralized hub of resources would be awesome. So would a dedicated facility. I believe this idea could be blended and melded with some of the other actions and ideas. Simplifying and supporting childcare seekers, providers and potential new providers seems sensible.

From Delegates who voted no

- Too expensive. Better more economical ways to get this information out to parents.
- Huge challenges maintaining. Much of this information already exists in other forms for parents.

From Delegates who abstained

No comments given

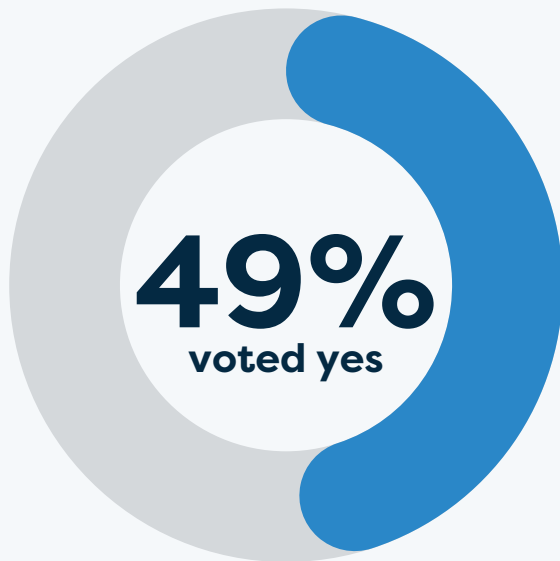
Get What is Ours

Delegate Idea #11

Delegate Idea Overview

Get informed as to what is being passed at our state capital and make sure we are participating in all social programs that are already funded. Appoint a person to track down all of the programs and funding that are available to our citizens for childcare and every other program that is available. Create software for citizens to go into local retailers and access information via an interactive Kiosk.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **48.7% (18 Delegates)**
- No, this idea should not move forward: **51.4% (19 Delegates)**
- I abstain from this vote: **9 Delegates**

Abstentions are not included in the calculation of two-thirds support

Comments

Delegate Idea #11

GET WHAT IS OURS

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- Have a community member and grant writer look to find assistance for funding of the programs that Montrose decides to pursue to assist with building costs and implementation.
- I don't like the kiosks thing but do like the idea of it all being in one place
- How do we fund it? Hopefully not from the public pocket.
- No matter what action we take, we should ensure we're getting as much as we can from money already available. I'm not a fan of the kiosk though. Just use the centralized website and setup a computer at Walmart.
- This title is so cringe... If there aren't already staff whose role it is to identify program compatibility for local/state/federal funding, let's add (and fund) this job position!
- Who ever tracks this info could be the person in charge of idea 10
- this seems to be connected to the website idea. this person would then facilitate the info to be included
- Sure let the kids who help with #10 have a project to develop an actual working model - let them then evaluate it's positive /negative benefits - now we are making local entrepreneurs
- Logical course of action.
- Montrose needs to actively pursue getting what is available via federal and state funding. All of what is available for Universal Pre-K hasn't been tapped yet and II was just passed providing more funding.
- Once again, this could be a function absorbed into other ideas and proposals.

From Delegates who voted no

- Not sure I understand what this means.
- I think that this would happen if an idea is adopted.
- This should already be included in the web site.
- I assume the website could take care of this.
- If people want the information then they can probably find it.
- I think the website is enough. We don't need a bunch of tax payer "kiosks" that would basically just be accessing a website. Seems like a early 90's idea. No offence just not this century.
- this is already happening
- Already being done
- I feel that we already have legislative looking out for our best interests to track down what we are owed. If not, someone in the position to accept these funds needs to take ownership of responsibility and track this money down.
- there are two ideas here.
- Not going to appoint anyone. We can network to find the info as needed. We is smart folx!
- Vote.

Comments

Delegate Idea #11

GET WHAT IS OURS

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who abstained

- No comment
- I do believe that information should be more easily accessible, but I don't think this is a valid action idea. Most of the available information can be found with a short internet search. I think this idea would require funding for the kiosks and the websites and the staff, and not provide a proportional benefit.
- I believe there are already individuals within the school district, county and city that are doing this and taking advantage of most of the programs available.

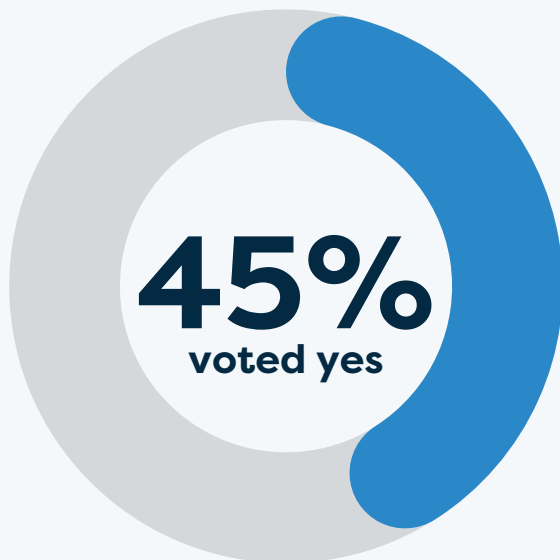
Redo the 2021 Childcare Study in Montrose

Delegate
Idea #12

Delegate Idea Overview

Conduct a new childcare study, ensuring that valid survey measures are used. Put in demographic measures to ensure representative participation. Determine who needs resources the most and identify solutions only for those in real need.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **45.2% (19 Delegates)**
- No, this idea should not move forward: **54.8% (23 Delegates)**
- I abstain from this vote: **4 Delegates**

Abstentions are not included in the calculation of two-thirds support

REDO THE 2021 CHILDCARE STUDY IN MONTROSE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- How do we fund it? Hopefully not from the public pocket. Similar to one above. Combine them.
- I'm in favor of getting fresh data post COVID
- Know this cost money but again volunteer old Unify Montrose could help get good data and keep the cost down
- Yes. Logical course of action
- The Root Policy survey is flawed. It did not provide the opportunity to all parents in Montrose, rather it targeted those that have looked for child care. To then extrapolate those results to the entire population of children in Montrose is inaccurate. If one wants to truly understand what is needed an accurate survey opportunity needs to be provided to achieve accurate results. Once accurate results are available, the most critical need can be considered. Instead the Unify Montrose process took a shotgun blast at multiple levels, even considering actions for levels that weren't included in the survey. Rather, ideas which were developed by those that might have the most to benefit.
- Just like #9, we need to continue to look at data for whatever program(s) are implemented.
- As long as ideas passed by the assembly are still presented.
- 2021 was an obscure year and things have definitely changed. Similar to furthering study, this should be an ongoing Economic Development Department study. I support looking into it further, but do not see it's benefits for this process.
- 2021 Assessment outdated and flawed
- The data for this period is remarkable as a post COVID (ie crazy time USA) event cycle. It goes along with the continuous data question except this hopefully will not be repeatable. Though this seemed to start out as mostly school kids and then sort of gravitated to preschool as well, several important key pieces of information would be good to have like the Universal Pre K coming down the pipeline but just not full implemented. Effects the data ALOT for preschool. For school kids: Boys and Girls Club finishing a complete building renovation and moving from 75 capacity to ?285? if that's not exact it's close. Then we get into unusual things like yurts which sound great but lots of details in requirements on things like bathrooms and constant supervision so may need to hire more people in each classroom. If being continued by Catalyst maybe they could look into this an come up with some easy to digest new numbers on childcare with above and some factual figures on TOTAL cost of yurt vs metal vs stick built over ?20? Years.

Comments

Delegate Idea #12

REDO THE 2021 CHILDCARE STUDY IN MONTROSE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no

- This would be a waste of time and would waste a bunch of money that could be put towards solving this problem and putting actions into place
- Again, obviously we need to keep monitoring the situation WHILE we promote the approved action(s). But this isn't a solution.
- No
- Yet another obstructionist tactic.
- Needless to say this is dumb as well. All survey's and information gathered have flaws in some way. Look at the data in the vacuum and then see if the problem and issue do exist....guess what - the issue is still is here and some of the metrics may have changed since then but nonetheless an issue still needs to be fixed.

From Delegates who abstained

No comments given

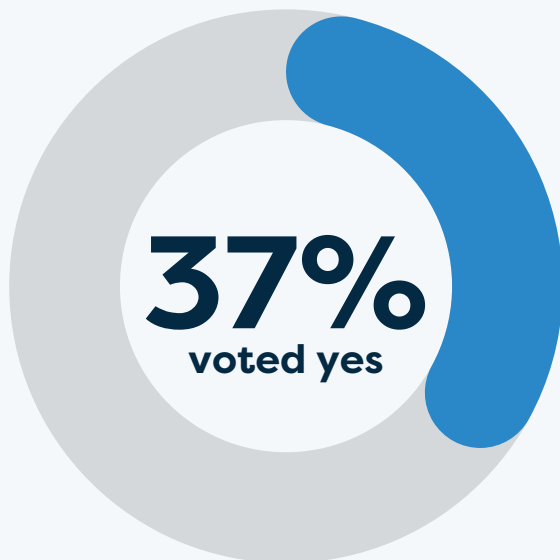
Getting Neighboring Counties to Participate

Delegate Idea #13

Delegate Idea Overview

Many who live in Montrose work in neighboring Ouray, San Miguel, or Delta counties. If these counties want to continue to depend on workers from Montrose, they should participate in and coordinate with Montrose's efforts at providing more childcare.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **36.6% (15 Delegates)**
- No, this idea should not move forward: **63.4% (26 Delegates)**
- I abstain from this vote: **5 Delegates**

Abstentions are not included in the calculation of two-thirds support

GETTING NEIGHBORING COUNTIES TO PARTICIPATE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- Yes. Part of our burden is due to surrounding counties.
- Montrose County can't do this in a vacuum, as the 4 County area is too intertwined.
- If our city/county officials are willing to help get his started, the benefits could be very worthwhile.
- While I love the idea of mountain towns supplementing/improving the lives of their workforce, I see it as highly unlikely unless a coordinated, general strike were to be held. These towns may be more "liberal" but that doesn't mean that their constituencies are willing to put their money where their mouths are.
- This is potentially a good idea depending on how many are affected. If it's only a few families that this applies to then it isn't worth the money.
- gives insight into what is available in nearby counties
- This idea has worked in other counties with housing being limited (little to no housing in certain areas and having to live in one county and drive to another for work), so there is no reason that Montrose can't work with other counties to help build an even greater "community".
- Regional planning is always a good thing
- I like this idea.

From Delegates who voted no

- I don't think they care about our difficulties as much as we do.
- Montrose need to get it figured out before we open it to other counties
- If we ask them, they will ask us. We could end up the losers.
- We are having a hard time getting our own county to agree. Let the other counties learn from this experience.
- Yes, a large number of people are working outside of montrose and commuting, but why should the government level get involved? This should be put on businesses and could be tied into # 3
- I don't see this as being feasible yet. Maybe after a successful program in Montrose has gained traction, this idea could be revisited,
- Why it's montrose we are talking about.
- This is a first time deliberation and needs to be done on a small scale. We are a pilot program. Other counties can see what we did, learn from it, and improve as they see fit for their needs.
- We need to start small with our own community.
- we need to focus on our county and develop models to be emmulate by other counties
- While it's true that folks in the Montrose area interact with neighboring counties, this project must have a reasonable scope. I think Unify Montrose chose a good geographical scope. If we add neighboring counties, then what about the counties that neighbor those counties? Pretty soon the scope of the project is the entire planet.
- I don't feel we should rely on neighboring counties. They don't expect us to carry them, what would be the benefit for them to foot the bill for our issues
- Mostly impossible.

Comments

Delegate Idea #13

GETTING NEIGHBORING COUNTIES TO PARTICIPATE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no (continued)

- I feel like it's better to start small and perfect your solution, and then branch out then to bring in too many people all at once that could hinder or stop progression and once it is successful, then bring in the other counties
- I think this is a deeper issue than what the author of this action is understanding. Also a great idea, but not a solution.

From Delegates who abstained

- Great in theory but I think it is important to not get too big too fast. Let us focus on solving the issue here and now as best we can. It is not to say these communities cannot help, sure they can, but we need to get the groundwork laid here first.
- I do understand that many of our workforce travel to these communities to work but they bring their spending dollars home to Montrose. Parents who commute to work want their kids safe and sound in their home communities. I am not sure how you incentivize those other counties to support the childcare of their employees.

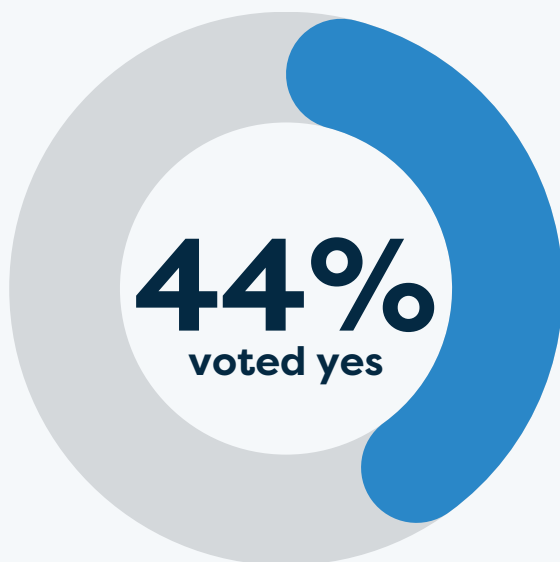
Merchants United for Montrose

Delegate
Idea #14

Delegate Idea Overview

Provide tax breaks to local businesses to encourage them to provide resources for childcare. Businesses could provide volunteer workers or contribute resources to existing childcare programs or any Actions adopted by the Assembly. Businesses could also be given a sticker or poster for their windows to publicize that they are supporting the community well-being.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **43.6% (17 Delegates)**
- No, this idea should not move forward: **56.4% (22 Delegates)**
- I abstain from this vote: **7 Delegates**

Abstentions are not included in the calculation of two-thirds support

MERCHANTS UNITED FOR MONTROSE

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- none
- Another that I can see benefit, but not sure how it's going to be played out. Who provides the tax breaks? How would they be reported? I like the idea of incentivizing businesses to help their employees, but not sure how this is going to work. I support looking into it further.
- I think businesses love to jump on tax breaks so this could be a win win as long as they are given tax breaks after helping instead of the lax language provided in this action.
- None
- I think this would be a low cost way for people to get the word out about child care issues and would be a benefit to businesses who want to really support our community.
- Private sector involvement is best.
- I believe this is a good idea and some thing that could be implemented. I just don't know what type of incentivize stations that you could offer.

From Delegates who voted no

- Tax breaks no - stickers would have to be removable because the next occupant might not support. If I give away pens/pencils w/ my company name on it for student use - do I get a tax break - sure I can write it off as advertisement on my taxes
- Not a good first step.. Maybe after other programs are working.
- Too complicated and might have an impact on our available tax funds.
- Too many loopholes and opportunities for abuse written as is.
- NO and that's all I have to say about it.
- This is trickle down economics at it's finest. Look we gave you a tax break so you can pay workers more, or give them a stipend for child care. Oh wait businesses have no legal obligation to use that tax decrease to do what it was supposed to do and the businesses just pocketed the cash. Whooops. Fool me once, fool me for a life time???
- Should not use tax breaks as the incentive for business support for child care.
- Just no.
- Instead, should be give incentives for merchants to do these things- could include a tax break but only if they had done so
- I don't think that Montrose County should be able to determine federal or state tax breaks because of certain qualifications. This could open the bag to too many things nation and state wide

From Delegates who abstained

- Not sure what that accomplishes if the business supports what?

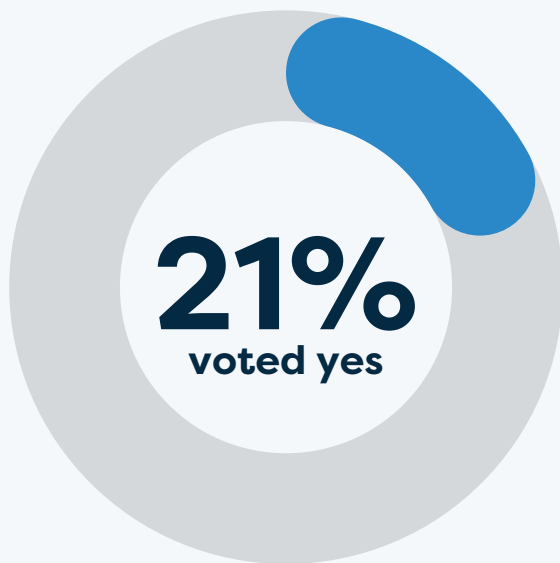
FFN Childcare Points Trading System

Delegate
Idea #15

Delegate Idea Overview

Adopt a system where family, friends, and neighbors (FFN) who provide childcare to other families earn points they can in turn use to pay for childcare for their own children, or perhaps use to pay for licensed childcare and youth services in the community.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **21.1% (8 Delegates)**
- No, this idea should not move forward: **79.0% (30 Delegates)**
- I abstain from this vote: **8 Delegates**

Abstentions are not included in the calculation of two-thirds support

FFN CHILDCARE POINTS TRADING SYSTEM

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- With careful development this is a good idea and is really part of the co-op idea. This remind me of a bartering system which IMHO is going to become more prevalent in the days to come.
- similar to co-op. Barter system that needs app.
- Instead of calling it points however, maybe call it hours?? And people could bank hours. I think points sounds like so many other programs where people earn points at stores, etc. and there are too many "points" programs already

From Delegates who voted no

- Too complicated.
- Would be hard to implement.
- Thumbs down, sad face. No
- Points could pay for childcare but what about that FFN that needs some kind of tangible income to pay the next bill
- Not really helpful.
- A hand shake - is the best trading system
- Not in favor of this one
- Too complicated.
- Silly idea.
- How do we fund it? Hopefully not from the public pocket.
- People can already do this if they want to
- I think this action really opens the door to fraud when the "payment" is family to family rather than monetary and provider to family
- Just a fundamental thing of points trading seems cumbersome. Who is creating the system, how is it tracked, what happens if there is a dispute. It is great in general theory of exchanging common good and hard work in the community I just dont know who the heck it would be setup and/or monitored.

From Delegates who abstained

- I thin this might be combined with the co-op idea.
- No comment
- I want ffn to get resources they need but we can't risk creating a new money system sounds like care bucks.
-

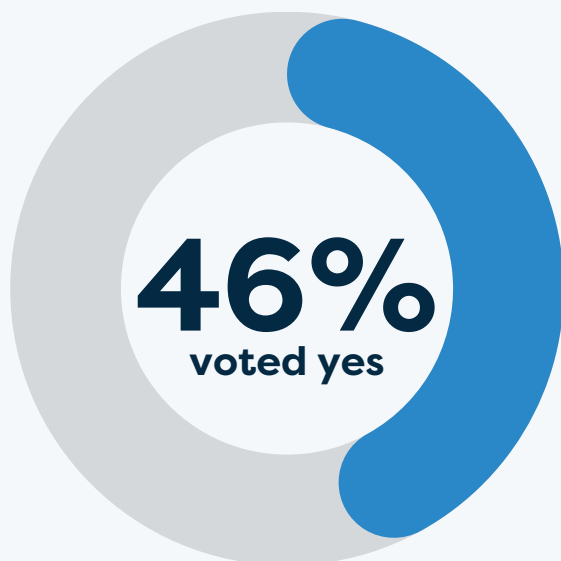
Childcare Funding Foundation Using No Local Tax Dollars

Delegate
Idea #16

Delegate Idea Overview

Create a local non-profit to fund the childcare activities in Montrose that require financial support (including Actions and ideas recommended by the Unify Montrose Assembly) where the source of funds comes from community donations, unrestricted grants, and state and federal funding, and cannot come from a reallocation of existing local government spending or new taxes. The funding of new childcare initiatives in Montrose is limited to what this organization can raise.

Delegate Voting Results



Do you support this Delegate idea?

- Yes, this idea should move forward for further development: **46.0%** (**17 Delegates**)
- No, this idea should not move forward: **54.1%** (**20 Delegates**)
- I abstain from this vote: **6 Delegates**

Abstentions are not included in the calculation of two-thirds support

CHILDCARE FUNDING FOUNDATION USING NO LOCAL TAX DOLLARS

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted yes

- Very good.
- I really like not using tax dollars as taxes are a stressor for the people already stressed therefore worsening the problem instead of solving it
- Again maybe try doing a campaign to find local donors/benefactors to find this??
- Once the community is educated about the need for childcare then they will be more willing to participate
- A foundation that doesn't use local tax dollars would be ideal.
- Yes on foundation funding. But no on restrictions on funding by tax funds
- I like it.
- I like that this idea operates as more of a business venture. Whatever the "business" earns, they can support. It doesn't put the cost burden on those with no stake in the game, those with no need for childcare
- No new taxes
- Sounds good to me give the kids something to do.

From Delegates who voted no

- I'm all for not using tax dollars!! But when this fails what then? We need to do something and this potentially says we do nothing.
- We need some tax dollars to start, or maintain programs.
- Let businesses search for and apply for funding as needed. Yes, it takes time and money to do so, but nothing that comes for free IS free - people who pay, pay attention. Leave this to the individual businesses that want/need it.
- In favor of starting over. Not excited about implementing any of the actions presented by the Assembly process. We should redo the study with current data, determine the size and scope of opportunity, prioritize the needs, and determine the resources that are currently available. UM did not do this. Instead they opted to use a flawed study and surround themselves with the left wing activists of our community. This "deliberation" was not deliberation at all. They did not Unify anyone. For that reason and many more I am not in favor of supporting any of the ideas presented by Unity Montrose. They were ill conceived and lacked important detail needed to evaluate in a serious nature. There is much work to be done on this childcare issue and the really impactful work has yet to be done.
- Before creating a foundation, all existing Federal and State dollars need to be used. Agree with the last sentence that no existing tax or new tax dollars should be used for any of the ideas identified.
- I think it's our responsibility to help the children. We gave a massive handout to business with no intention of ever trying to recover the funds during the pandemic. This in turn drove inflation higher; as I said earlier the trickle down effect of the businesses using the funds to build growth was pocketed by businesses. With little to no oversight this was never considered a handout. But try to raise some cash from a tax increase and it becomes an all out war on our county leaders as a turn to socialism. Late stage capitalism clearly is working for the few and not the many.

CHILDCARE FUNDING FOUNDATION USING NO LOCAL TAX DOLLARS

Delegates were asked if they had any other comments on the Delegate Idea that they wanted to include with their vote. Here are their responses:

From Delegates who voted no (continued)

- I could support the idea except for the last line, "limited to what this organization can raise."
- Not possible to do with our local sales tax dollars
- The childcare problem affects the whole community and its residents. I think the community, through its taxes and hard work, should address the problem rather than passing the buck to a nascent 'foundation.'
- We have the Montrose Community Foundation that assists non-profits. We are going to have to give a little to get a little.

From Delegates who abstained

- Seems unstable if funding varies year to year...
- no
- An NP is a great idea - but let's get it going and then work on grant to do specific planned actions that have the best chance of working - then on we go!
- Not enough information to support and know it could be successful and help
- I think we could use a few cuts to local funding. I also believe that it's a great idea (if not a bit naive) to think we'd be able to make much of a dent using community donations. I also believe this is an implementation stage issue.
- It would be great to not use local tax dollars but I think it is a pipe dream. Sometimes we can only get so far with grants and funding outside of tax increases. The tax increase could be marginal and only last a year or two, or a mill levy for a certain time but may be necessary.
- Seems a good idea to have a smart and dedicated person or persons hounding out dollars.

Funding Guidance from Delegates

Funding Guidance (1 of 5)

During the Action voting, Delegates were also asked this question: “As you think about your votes and the actions you supported or did not support, what is your guidance for funding?”

Here are their responses.

Delegate Comments

- All estimated amounts have been discussed thoroughly so I pray we have collectively made the right choices.
- To use the grants available for this to work.
- Grants and local government support first, then possibly a tax increase.
- Affordable
- Sin Tax, (aLao alcohol/tobacco) allow recreational marijuana and use all taxing to fund child services. Ie child care, middle, high schools. No private schools should receive the funding. Anyone who accepts grants or tax funds are required to be non discriminatory in teaching and/or placement, etc.
- Also tax firearms and ammunition at x%. This way every sale goes to supporting both the 2nd amendment and our children. Win-Win.
- There are grants from out of state that would be willing to contribute to some of these ideas
- Finding funding sources that are perpetual tasks. I know work is great porting a lot of causes however, I feel like the same businesses asked to do those tasks. It was great to differentiate funding levels, grant sponsorships, and then also find other ways to raise the funds being through mild tax increase for a defined number of years or certain options that fall under small increments, add up to a large portion of funds over the years.
- I think that funding should be raised in the community. I feel that if a great plan was put together residents of this community would have the opportunity to invest in this project. It would minimize taxes being higher and probably bring more support.
- TAX INCREASES.
DO NOT RAISE TAXES.
TAXES ARE HIGH ENOUGH.
MONTROSE IS GOING THE WAY OF VAIL AND TELLURIDE AND THE CITIZENS WANT A COMMUNITY THEY CAN AFFORD TO RESIDE IN.
DO NOT RAISE TAXES.
- We are talking a lot of money. I feel we need to pull from every resource already available to this area. We do not need anymore taxes added to the residences

More on the next page >

Funding Guidance (2 of 5)

Delegate Comments (continued)

- I see it as 2 groupings of actions:
1 group works to improve the supply of childcare by adding more spots.
The other group addresses barriers families have to accessing childcare.
No one action will be wholly successful on its own. Both groups of actions need to be represented to achieve big results.
I favor the actions that are most direct. The ones that require tons of administration and complications just aren't direct enough for me. Too much needs to go right before results filter down to actually adding capacity or reducing barriers. I prefer to add capacity by building infrastructure and to reduce the cost and transportation barriers with direct to consumer actions.
- Sorry, I don't understand the question. The only 'guidance' I've seen is what you've provided unless you mean something else.
- Applying for the Best grant and utilizing current school budget to reallocate funds for this project
- There are a lot of naysayers opposed to involving government dollars, and instead believe that community donations will be able to 100% fund these endeavors. I strongly believe that that outlook is naive, and a combination of tax dollars and budget cuts WILL need to be used to fund the approved action(s). The childcare issue is a very real issue (just talk to literally anybody in childcare or with small children), and is more dire than any one person's pocketbook; it will take this community coming together to solve this issue and fund the solution.
- Some of the actions might utilize grants or be incorporated into current programs, making them an economical win for the needs of children. And, whatever Action is decided upon, this community is very supportive of community needs "IF" the appropriate/transparent information is presented to garner public support.
- availability of funds
- I think we need to be smart and consider what is actually feasible. Even if something looks good on paper it may prove to be a waste of time and money when actually applied
- Honestly, I don't feel comfortable answering this question, as I am not into financing and have no clue what this means.
- I don't think I know enough about funding options and details about them to provide any useful input here.

More on the next page >

Funding Guidance (3 of 5)

Delegate Comments (continued)

- Primarily grants and state funding. With new initiatives coming from the federal and state government, we should aggressively pursue money that is already available before we look at raising new funds.
Sales tax on chain-stores. I'm not sure if the legality, but big name brands that come into the community extract some wealth out. Adding a tax to chain-stores can encourage local business, while also bringing in some revenue to pay for yearly costs like the Providers Fund.
Legalize and tax marijuana
General sales tax increase is my least favorite option, but can be on the table for the Montrose community to consider.
- Seek foundation funding, grants, donations, community fund raisers.
- Grants would be the most beneficial to the community, however, it takes a person specialized in obtaining them. Fundraising opportunities may help in the funding as well. I do not think it should be a tax on everybody as people in this town are already struggling as it is.
- Doing a community donation campaign to gather support or asking if anyone in the community would like to be a benefactor. Seeing if there would be any local/state or maybe even national grant funds would also be a possibility. I'm not sure if there are national grants however??!!
- Some of the budgets for these are low enough that local donations could cover them. For the preschool project, I'm afraid no matter what we vote the citizens will have to pay a higher tax until this project has been funded. I think the entity handling the funding should make all expenditures visible to the citizens who have paid for it!
- I am wary of taxes and how this could effect families.
- Funding can be focused on
- Budgeted by all entities involved: rec district, Boys and Girls club, Day cares, School District.
- Look into why we are not getting already gathered tax dollars that would sufficiently take care of funding.
- Funding should be part parents, employers in the community and other social services.
- affordability and "bang for the buck"

More on the next page >

Funding Guidance (4 of 5)

Delegate Comments (continued)

- These things should be self funding or get voluntary support; preferably not from a governmental source. I oppose any form of taxation to fund these endeavors. If you are going to have kids, know what they will cost you in advance and figure out how you are going to pay for it without the public dole. Understand the impact they will have on your life. Understand that if you both have to work, you might rarely see your partner and that will have an impact on how you rear your kids. On the other hand, if you have educated yourself and your partner is, too, you should be affluent enough to have a nanny and that will solve the problem. Realize that there is a trade-off between a kid or a new truck and new phone and big TV.
- Progress from federal (maximize use of dependent care tax incentives, use of nonprofit 401c3to keep payments to employees), state (maximize 3.5 to 5 preschool, state tobacco grants, state marijuana grants, opioid grants), then local (30 year bond, tax deferred buildout from Montrose Urban Development, allow guaranteed spots for large employers with long term funding assistance or other way to allow local employers to get some skin in the game, consider housing all expansion under the Montrose school district to provide tax benefits and provide employee benefits and retirement) . I really don't see a tax passing our community for this issue that is certainly more pronounced in Montrose but exists nationally.
- I am not convinced that Montrose is the 'desert' it has been labeled. There have been errors and biases in the Assessment and in the materials presented to us. The Assessment is outdated. If Montrose would become an 'oasis,' young families would flock here and the need for childcare would become more of a problem than you say it is currently. My guidance for funding would be anything and everything to make families stronger. Homes should be the most dependable, safe, affordable, and enriching places for all children. Do everything possible to make Montrose more affordable. Work with the city and the county to lower taxes. As a conservative community (67.3% of Montrose County voted for Trump in the 2020 election as opposed to 30.8% for Biden), I think most families in Montrose would prefer to NOT use full time child care. Teach our students how and why they need to make wise decisions regarding education, jobs, and reproduction so that they do not need to depend on others to pay for and take care of their offspring.
- Private sector can do better and vmcreate more efficient, practical options than the ones presented to delegates. Additionally, there are already processes and coordination and transportation efforts in place. The businesses that support these could coordinate with little effort and a lot less funding.

More on the next page >

Funding Guidance (5 of 5)

Delegate Comments (continued)

- If any actions are approved, then funding should not come from an increase in taxes. The only source of funding should be grants or bonds. There should be no additional funding burden in any way associated with any action on the residents of Montrose County
- No
- Will the monies spent have long term positive impact for our kids or might it dissipate over time. We need to be certain that the money spent achieves or objectives of accessibility and affordability.
- I looked at the estimated budgets and impact. I also thought about what kinds of programs the community might be willing to fund, as this community has historically not been too keen to fund things for children.
- It needs to be obtainable
- Funding needs to go toward an initiative that is sustainable and community driven. Many of these actions seemed that they would not be funded or supported fully enough to actually succeed.

Action Improvement Voting Record

During Weeks 5-8, Delegates deliberated and suggested improvements to the 8 Actions. They deliberated and voted on these improvements in Week 9.

Improvements that passed at 50% or more of voting delegates were incorporated into the 8 Delegate-Improved Actions. This section contains a record of all Improvements and whether they were approved or not approved.

Action #1 Improvements

ACTION #1: Camp Montrose

Camp Montrose would be a partnership between Montrose youth program providers, childcare centers, and the school district, where they would bring their various expertise into a single new program. Camp Montrose would provide programming at every public K-8 school after school, on “no-school days,” and during the summer.



Improvement Ideas

- **NOT APPROVED (37%) — CHANGE:** Camp Montrose would replace the sliding scale tuition based on household income with a flat fee so every family pays the same.
- **APPROVED (60%) — CHANGE:** Instead of Camp Montrose running in all public middle and elementary schools (8 locations), Camp Montrose would have one location for K-5, another for 6-8, and one in Olathe for K-8, with the option to add more if demand goes up. Bus or van transportation would take students to Camp Montrose sites from the other schools, with separate vehicles for older kids and younger kids.
- **APPROVED (81%) — ADDITION:** Camp Montrose would create opportunities for volunteers to assist with the administration of Camp Montrose.
- **APPROVED (86%) — ADDITION:** Camp Montrose would work with the high school, Boy Scouts, and Girls Scouts to create opportunities for high school students to be volunteer staff at Camp Montrose.
- **APPROVED (77%) — ADDITION:** Camp Montrose would include virtual teaching for certain activities, like art, chess, and math tutoring. So if a student wanted to participate in one of these activities but it was not available at their school's Camp Montrose, they could still participate virtually from their school.
- **APPROVED (72%) — ADDITION:** Camp Montrose would reach out to churches and businesses for volunteers to staff Camp Montrose, and would inquire into whether they have facilities that could be used for Camp Montrose, in addition to the schools, if more space was needed.
- **APPROVED (91%) — ADDITION:** Camp Montrose will collaborate with existing outdoor summer programs (e.g. Ute Museum, Weehawken, Rec District) and make sure kids get lots of outdoor time, especially during the summer.

Action #1 Voting Details

Action 1: Camp Montrose Action Improvements	Count of Yes	Count of No	% Approve	Count of Abstain
CHANGE: Camp Montrose would replace the sliding scale tuition based on household income with a flat fee so every family pays the same.	16	27	37%	2
CHANGE: Instead of Camp Montrose running in all public middle and elementary schools (8 locations), Camp Montrose would have one location for K-5, another for 6-8, and one in Olathe for K-8, with the option to add more if demand goes up. Bus or van transportation would take students to Camp Montrose sites from the other schools, with separate vehicles for older kids and younger kids.	25	17	60%	3
ADDITION: Camp Montrose would create opportunities for volunteers to assist with the administration of Camp Montrose.	35	8	81%	2
ADDITION: Camp Montrose would work with the high school, Boy Scouts, and Girls Scouts to create opportunities for high school students to be volunteer staff at Camp Montrose.	37	6	86%	2
ADDITION: Camp Montrose would include virtual teaching for certain activities, like art, chess, and math tutoring. So if a student wanted to participate in one of these activities but it was not available at their school's Camp Montrose, they could still participate virtually from their school.	33	10	77%	2
ADDITION: Camp Montrose would reach out to churches and businesses for volunteers to staff Camp Montrose, and would inquire into whether they have facilities that could be used for Camp Montrose, in addition to the schools, if more space was needed.	31	12	72%	2
ADDITION: Camp Montrose would collaborate with existing outdoor summer programs (e.g. the Ute Museum, Weehawken, Rec District) and would make sure kids get lots of outdoor time, especially during the summer.	40	4	91%	1

Action #2 Improvements

ACTION #2: Kids Program Connector

The Kids Program Connector would coordinate the transportation of students from all K-8 schools, public and private, to Montrose youth programs after school and on no-school days. The goal: every kid gets where they need to be as quickly as possible. Additionally, the Program Connector would host a website so parents could easily see offerings from all participating youth organizations in one place.



Improvement Ideas

- **NOT APPROVED (27%) — ADDITION:** The Kids Program Connector would recruit retired seniors to maintain the program website.
- **APPROVED (70%) — ADDITION:** The Kids Program Connector would encourage partners (e.g., Rec District, the School District, Boys & Girls Club, Maslow) to embrace online participation for certain activities, so some kids could join in after school, at home, or from a classroom in their school.
- **NOT APPROVED (45%) — ADDITION:** The Kids Program Connector would recruit senior drivers and other volunteer drivers to transport kids in vans provided by city organizations, or in their own cars as voluntary drivers for a carpool. Drivers would need a driver's license, and to pass an interview and background check.
- **NOT APPROVED (36%) — ADDITION:** The Kids Program Connector would provide younger children with a GPS chip in bracelets or necklaces so they can be tracked by parents and the program while in transport.

Action #2 Voting Details

Action 2: Kids Program Connector Action Improvements	Count of Yes	Count of No	% Approve	Count of Abstain
ADDITION: The Kids Program Connector would recruit retired seniors to maintain the program website.	12	32	27%	1
ADDITION: The Kids Program Connector would encourage partners (e.g., Rec District, the School District, Boys & Girls Club, Maslow) to embrace online participation for certain activities, so some kids could join in after school, at home, or from a classroom in their school.	30	13	70%	2
ADDITION: The Kids Program Connector would recruit senior drivers and other volunteer drivers to transport kids in vans provided by city organizations, or in their own cars as voluntary drivers for a carpool. Drivers would need a driver's license, and to pass an interview and background check.	20	24	45%	1
ADDITION: The Kids Program Connector would provide younger children with a GPS chip in bracelets or necklaces so they can be tracked by parents and the program while in transport.	15	27	36%	3

Action #3 Improvements

ACTION #3: Childcare Providers Fund

The Childcare Providers Fund would be a fund established by the citizens of Montrose. Licensed childcare providers in Montrose could apply to the Provider's Fund for reliable, multi-year grants.



Improvement Ideas

- **NOT APPROVED (43%) — CHANGE:** The Providers Fund would make grants available to train Family, Friends, Family and Neighbors or to allow them to upgrade their homes for childcare usage, without becoming licensed.
- **APPROVED (64%) — CHANGE:** The Providers Fund would require that all grant recipients use some or all of their awarded funds to raise the pay for childcare workers.
- **APPROVED (84%) — ADDITION:** The Providers Fund would have a board and/or oversight committee composed of community members who are responsible for ensuring that funds are granted fairly and with transparency. They would also ensure the grant recipients use the funds as intended.
- **APPROVED (69%) — ADDITION:** The Providers Fund would pay for staff to help providers apply for grants and best use the funding they receive.
- **APPROVED (68%) — ADDITION:** The Providers Fund would prioritize funding of licensed homecare providers to more rapidly increase availability with smaller grants.

Action #3 Voting Details

Action 3: Childcare Providers Fund Action Improvements	Count of Yes	Count of No	% Approve	Count of Abstain
CHANGE: The Providers Fund would make grants available to train Family, Friends, Family and Neighbors or to allow them to upgrade their homes for childcare usage, without becoming licensed.	18	24	43%	3
CHANGE: The Providers Fund would require that all grant recipients use some or all of their awarded funds to raise the pay for childcare workers.	27	15	64%	3
ADDITION: The Providers Fund would have a board and/or oversight committee composed of community members who are responsible for ensuring that funds are granted fairly and with transparency. They would also ensure the grant recipients use the funds as intended.	36	7	84%	2
ADDITION: The Providers Fund would pay for staff to help providers apply for grants and best use the funding they receive.	29	13	69%	3
ADDITION: The Providers Fund would prioritize funding of licensed homecare providers to more rapidly increase availability with smaller grants.	28	13	68%	4

Action #4 Improvements

ACTION #4: Carebucks

Carebucks would be distributed to parents living in Montrose according to household income, the number and ages of their children, and whether any of their children have special needs. Carebucks would be a supplemental form of money that can only be used to help pay for childcare and youth programs in Montrose. Parents and guardians would effectively have more money to spend on childcare, a combination of their own money and Carebucks. And then providers could charge higher fees that would allow them to pay better wages to their staff.



Improvement Ideas

- **APPROVED (67%) — CHANGE:** Carebucks would be distributed to families every 6 months instead of annually, to help with the next half-year of childcare. Families would only need to recertify to receive Carebucks every 12-18 months, and could sign-up for Carebucks at different times of year.
- **APPROVED (55%) — CHANGE:** Carebucks would require parents to use an app that transfers Carebucks from their Carebucks account to the provider.
- **APPROVED (79%) — CHANGE:** Carebucks would give local businesses the opportunity to purchase Carebucks to give to their employees as benefits.
- **APPROVED (73%) — CHANGE:** Carebucks would require parents who are registering to demonstrate that they are working, actively looking for work, or going to school.
- **NOT APPROVED (44%) — CHANGE:** Carebucks would not attempt to keep each family's childcare costs at 15% of household income, but instead would be a smaller offering to prevent overuse of free money.
- **NOT APPROVED (40%) — CHANGE:** Carebucks would not consider household income when determining how many Carebucks to distribute. Instead, Carebucks would consider the hours the parents work or go to school, along with the ages and number of children.
- **APPROVED (64%) — CHANGE:** Carebucks would be available to families with young children who live in Montrose, even if the parents are not documented.
- **APPROVED (81%) — ADDITION:** Carebucks would have a program to help FFN providers become licensed so they can register and qualify for Carebucks.
- **NOT APPROVED (24%) — ADDITION:** Carebucks would allow any FFN provider to register to take Carebucks, without needing to be trained and licensed.
- **APPROVED (86%) — ADDITION:** Carebucks would have a system for oversight to prevent fraud.
- **NOT APPROVED (29%) — ADDITION:** Carebucks would use technology that allows parents and neighbors to trade Carebucks with each other (say, if they are helping each other with FFN care), although the Carebucks could only be cashed in with licensed providers. The technology would also allow Carebucks to go up and down in value like publicly traded currency, so how much providers received would depend on the value of the Carebucks on the day they cash them in. Finally, the technology would automatically keep a transaction history of every single Carebuck.

Action #4 Voting Details

Action 4: Carebucks Action Improvements	Count of Yes	Count of No	% Approve	Count of Abstain
CHANGE: Carebucks would be distributed to families every 6 months instead of annually, to help with the next half-year of childcare. Families would only need to recertify to receive Carebucks every 12-18 months, and could sign-up for Carebucks at different times of year.	26	13	67%	6
CHANGE: Carebucks would require parents to use an app that transfers Carebucks from their Carebucks account to the provider.	23	19	55%	3
CHANGE: Carebucks would give local businesses the opportunity to purchase Carebucks to give to their employees as benefits.	33	9	79%	3
CHANGE: Carebucks would require parents who are registering to demonstrate that they are working, actively looking for work, or going to school.	32	12	73%	1
CHANGE: Carebucks would not attempt to keep each family's childcare costs at 15% of household income, but instead would be a smaller offering to prevent overuse of free money.	19	24	44%	2
CHANGE: Carebucks would not consider household income when determining how many Carebucks to distribute. Instead, Carebucks would consider the hours the parents work or go to school, along with the ages and number of children.	17	26	40%	2

Action #4 Voting Details (cont.)

Action 4: Carebucks Action Improvements	Count of Yes	Count of No	% Approve	Count of Abstain
CHANGE: Carebucks would be available to families with young children who live in Montrose, even if the parents are not documented.	28	16	64%	1
ADDITION: Carebucks would have a program to help FFN providers become licensed so they can register and qualify for Carebucks.	35	8	81%	2
ADDITION: Carebucks would allow any FFN provider to register to take Carebucks, without needing to be trained and licensed.	10	32	24%	3
ADDITION: Carebucks would have a system for oversight to prevent fraud.	38	6	86%	1
ADDITION: Carebucks would use technology that allows parents and neighbors to trade Carebucks with each other (say, if they are helping each other with FFN care), although the Carebucks could only be cashed in with licensed providers. The technology would also allow Carebucks to go up and down in value like publicly traded currency, so how much providers received would depend on the value of the Carebucks on the day they cash them in. Finally, the technology would automatically keep a transaction history of every single Carebuck.	12	30	29%	3

Action #5 Improvements

ACTION #5: Care Corps

Care Corps is a program that would train interested Montrose residents to fill a variety of roles in the childcare system as part-time, licensed caregivers. While open to all residents, it would target young people and seniors who could volunteer their services to the community.



Improvement Ideas

- **APPROVED (72%) — CHANGE:** The Care Corps commitment would be 12 months instead of 18 months. Those who serve more than a year would get public recognition and different certificates confirming their experience level.
- **APPROVED (85%) — CHANGE:** The Care Corps commitment for high school volunteers would be a semester instead of 12 or 18 months.
- **NOT APPROVED (37%) — CHANGE:** Care Corps would not require any time commitment from members after they complete 20 hours of training, but would instead incentivize them with gifts based on the number of months served.
- **NOT ADOPTED (APPROVED BUT LESS THAN ANOTHER MUTALLY EXCLUSIVE IMPROVEMENT) (65%) — CHANGE:** Care Corps would ask members to determine their level of commitment, but would require no less than 6 months.
- **APPROVED (72%) — CHANGE:** Care Corps would pay larger stipends to members who serve beyond the initial commitment (i.e., for members not volunteering their time for free). To incentivize all members to keep serving beyond the initial commitment, Care Corps would provide other incentives using donations from local organizations and businesses.
- **APPROVED (75%) — ADDITION:** Care Corps would avoid sending so many inexpensive or volunteer Care Corps members to a provider's facility that it undermines the employment of teachers who are career early childhood educators.
- **APPROVED (93%) — ADDITION:** Care Corps would work to create a pool of licensed substitutes who can fill in for other Care Corps members or regular early childhood teachers who are sick or take vacation days.

Action #5 Voting Details

Action 5: Care Corps Action Improvements	Count of Yes	Count of No	% Approve	Count of Abstain
CHANGE: The Care Corps commitment would be 12 months instead of 18 months. Those who serve more than a year would get public recognition and different certificates confirming their experience level.	28	11	72%	6
CHANGE: The Care Corps commitment for high school volunteers would be a semester instead of 12 or 18 months.	35	6	85%	4
CHANGE: Care Corps would not require any time commitment from members after they complete 20 hours of training, but would instead incentivize them with gifts based on the number of months served.	15	26	37%	4
CHANGE: Care Corps would ask members to determine their level of commitment, but would require no less than 6 months.	26	14	65%	5
CHANGE: Care Corps would pay larger stipends to members who serve beyond the initial commitment (i.e., for members not volunteering their time for free). To incentivize all members to keep serving beyond the initial commitment, Care Corps would provide other incentives using donations from local organizations and businesses.	28	11	72%	6
ADDITION: Care Corps would avoid sending so many inexpensive or volunteer Care Corps members to a provider's facility that it undermines the employment of teachers who are career early childhood educators.	30	10	75%	5
ADDITION: Care Corps would work to create a pool of licensed substitutes who can fill in for other Care Corps members or regular early childhood teachers who are sick or take vacation days.	40	3	93%	2

Action #6 Improvements

ACTION #6: Nurture Craft Network

The Nurture Craft Network would coordinate the efforts of local organizations that support FFN caregivers, help those organizations extend their offerings, and market to the community to encourage more FFN providers to get training, and more residents to become providers themselves.



Improvement Ideas

- **APPROVED (82%) — CHANGE:** The Nurture Craft Network would instead be named "Nurture Network."
- **APPROVED (98%) — CHANGE:** The Nurture Craft Network would use existing outreach and marketing resources to spread the word about the training that is available.
- **APPROVED (84%) — CHANGE:** The Nurture Craft Network would not just verify that a participant has passed courses and gotten a background check, but would also offer to place their name on a list that parents can find on the internet.
- **APPROVED (86%) — ADDITION:** The Nurture Craft Network would actively encourage FFN providers to get licensed and would set up a pipeline to help them with the process and cost of becoming licensed.
- **APPROVED (74%) — ADDITION:** The Nurture Craft Network would market to seniors to train them and would support foster grandparenting.
- **APPROVED (76%) — ADDITION:** The Nurture Craft Network would create a robust website with resources for parents (like activities to do at home and other ideas for kids). It would produce robust online parenting training that would be available to anyone in or outside Montrose.
- **APPROVED (65%) — ADDITION:** The Nurture Craft Network will offer incentives for participants to complete training, like gift cards to purchase supplies and food for children.
- **APPROVED (93%) — ADDITION:** The Nurture Craft Network would help parents meet other parents who went through training so they could form groups to help care for each others' children.
- **APPROVED (56%) — ADDITION:** The Nurture Craft Network would, as part of its marketing effort, specifically reach out to fathers and men.

Action #6 Voting Details

Action 6: Nurture Craft Network Action Improvements	Count of Yes	Count of No	% Approve	Count of Abstain
CHANGE: The Nurture Craft Network would instead be named "Nurture Network."	31	7	82%	7
CHANGE: The Nurture Craft Network would use existing outreach and marketing resources to spread the word about the training that is available.	42	1	98%	2
CHANGE: The Nurture Craft Network would not just verify that a participant has passed courses and gotten a background check, but would also offer to place their name on a list that parents can find on the internet.	36	7	84%	2
ADDITION: The Nurture Craft Network would actively encourage FFN providers to get licensed and would set up a pipeline to help them with the process and cost of becoming licensed.	38	6	86%	1
ADDITION: The Nurture Craft Network would market to seniors to train them and would support foster grandparenting.	31	11	74%	3
ADDITION: The Nurture Craft Network would create a robust website with resources for parents (like activities to do at home and other ideas for kids). It would produce robust online parenting training that would be available to anyone in or outside Montrose.	32	10	76%	3
ADDITION: The Nurture Craft Network will offer incentives for participants to complete training, like gift cards to purchase supplies and food for children.	28	15	65%	2
ADDITION: The Nurture Craft Network would help parents meet other parents who went through training so they could form groups to help care for each others' children.	40	3	93%	2
ADDITION: The Nurture Craft Network would, as part of its marketing effort, specifically reach out to fathers and men.	23	18	56%	4

Action #7 Improvements

ACTION #7: ECE Center Upgrade

The Early Childhood Education (ECE) Center Upgrade would replace the school district's trailers with a new facility that can serve three- and four-year-olds in Montrose. Drop-off times would be early enough and pick-up times late enough that parents can work a full day. A preschool camp would be available at the newly updated Center during the summer.



Improvement Ideas

- **NOT APPROVED (17%) — CHANGE:** The Early Childhood Center Upgrade would be built with shipping containers instead of yurts or new construction.
- **APPROVED (75%) — CHANGE:** The Early Childhood Center Upgrade would be completed on the site of the existing Early Childhood Center by switching out the aging trailers for yurts, and to create enough spots, also putting yurts at elementary schools, as needed.
- **NOT ADOPTED (APPROVED BUT LESS THAN ANOTHER MUTALLY EXCLUSIVE IMPROVEMENT) (58%) — CHANGE:** The Early Childhood Center would look for an existing building that could be rehabbed at a lower cost than the other options. It would need to be big enough to house classrooms for the 300 preschool students, and would need to meet security requirements, have room for parking, and have access for parent drop-off and pick-up.
- **APPROVED (74%) — ADDITION:** The Early Childhood Center would help connect families with children who live further from the school so they could form carpools.
- **APPROVED (83%) — ADDITION:** The Early Childhood Center Upgrade would feature centralized materials and equipment storage to serve all the classrooms.

Action #7 Voting Details

Action 7: Early Childhood Education (ECE) Center Upgrade Action Improvements	Count of Yes	Count of No	% Approve	Count of Abstain
CHANGE: The Early Childhood Education (ECE) Center Upgrade would be built with shipping containers instead of yurts or new construction.	7	35	17%	3
CHANGE: The Early Childhood Education (ECE) Center Upgrade would be completed on the site of the existing Early Childhood Center by switching out the aging trailers for yurts, and to create enough spots, also putting yurts at elementary schools, as needed.	30	10	75%	5
CHANGE: The Early Childhood Education (ECE) Center would look for an existing building that could be rehabbed at a lower cost than the other options. It would need to be big enough to house classrooms for the 300 preschool students, and would need to meet security requirements, have room for parking, and have access for parent drop-off and pick-up.	23	17	58%	5
ADDITION: The Early Childhood Education (ECE) Center would help connect families with children who live further from the school so they could form carpools.	31	11	74%	3
ADDITION: The Early Childhood Education (ECE) Center Upgrade would feature centralized materials and equipment storage to serve all the classrooms.	33	7	83%	5

Action #8 Improvements

ACTION #8: Neighborhood Preschool Project

The Neighborhood Preschool Project would establish preschool classrooms at every Montrose public elementary school to serve three- and four-year-olds in Montrose. Drop-off times would be early enough and pick-up times late enough that parents can work a full day. A preschool camp would be available at the new facilities during the summer.



Improvement Ideas

- **APPROVED (63%) — CHANGE:** The Neighborhood Preschool Project would build yurt preschool classrooms at each elementary school.
- **NOT APPROVED (15%) — CHANGE:** The Neighborhood Preschool Project would use shipping containers as preschool classrooms at each elementary school.
- **NOT APPROVED (48%) — CHANGE:** The Neighborhood Preschool Project would use prefabricated manufactured buildings as preschool classrooms at each elementary school.
- **NOT APPROVED (17%) — CHANGE:** The Neighborhood Preschool Project would add classrooms at two or three elementary schools in Montrose, using shipping containers if possible. The additional classrooms would be used for older students and existing classrooms would be used for preschool. The trailers in best repair at the existing ECE would remain in use as needed.

Action #8 Voting Details

Action 8: Neighborhood Preschool Project Action Improvements	Count of Yes	Count of No	% Approve	Count of Abstain
CHANGE: The Neighborhood Preschool Project would build yurt preschool classrooms at each elementary school.	25	15	63%	5
CHANGE: The Neighborhood Preschool Project would use shipping containers as preschool classrooms at each elementary school.	6	35	15%	4
CHANGE: The Neighborhood Preschool Project would use prefabricated manufactured buildings as preschool classrooms at each elementary school.	20	22	48%	3
CHANGE: The Neighborhood Preschool Project would add classrooms at two or three elementary schools in Montrose, using shipping containers if possible. The additional classrooms would be used for older students and existing classrooms would be used for preschool. The trailers in best repair at the existing ECE would remain in use as needed.	7	35	17%	3

Delegate Demographics

Delegate Demographics

Initial Panel Demographics

On Wednesday, August 2, 2023, Unify Montrose randomly selected the community members to serve on the 64-person assembly to help solve the serious childcare shortage in Montrose.

Thanks to outreach support from the City of Montrose, Montrose County, Montrose Recreation District, and dozens of organizations and businesses during June and July of this year, 222 Montrose County residents, from all walks of life, filled out a form expressing interest in joining the panel as a Delegate.

Using data from those forms, Unify Montrose employed a special software called Panelot to generate 1000 representative panels of 64 Delegates, where every panel roughly reflects the demographics of Montrose. The randomly-selected Panel #266 of 64 Delegates matches the demographics of Montrose County based on data from the 2020 Census within an 11% margin, and a majority of the demographic categories listed on the following page are below a 4% margin.

Age

- 18-24 years old: 5%
- 25-34 years old: 19%
- 35-44 years old: 19%
- 45-54 years old: 13%
- 55-64 years old: 17%
- 65 years old and above: 28%

Household Income

- Under \$25k: 22%
- \$25k-50k: 22%
- \$50k-\$75k: 19%
- \$75-\$100k: 13%
- Over \$100k: 17%
- Rather not say: 8%

Gender

- Female: 61%
- Male: 39%

Race and Ethnicity

- White: 69%
- Hispanic: 23%
- Black: 6%
- Native American: 2%

Political Party Registration

- Unaffiliated: 41%
- Republican: 39%
- Democrat: 11%
- Third-Party: 2%
- Not registered to vote or unsure of registration: 8%

Geography

- Lives within the City of Montrose: 56%
- Lives within the County of Montrose, but not in the City boundaries: 44%

Additionally measured, though not included as a representative category for the Assembly, 38% of the Delegates had children under 18 in their household.

Delegate Demographics

Alternates

The Unify Montrose team employed the help of the Panelot software, again, on Thursday, August 5, 2023, to select a random, representative group of 24 Alternates to serve in the event that a Delegate can no longer participate.

Unify Montrose Final Assembly

The final Unify Montrose Assembly had 46 delegates who participated for 12 weeks. Of these 46, 35 were part of the original 64 and 11 were Alternates. The overall demographics remained representative, with a majority of demographic categories falling within a 7% margin of Montrose County based on 2020 Census data (household income, race and ethnicity, political party affiliation, and geography). The others remained within a 15.5% margin (gender and age).

Age

- 18-24 years old: 0%
- 25-34 years old: 26.09%
- 35-44 years old: 19.57%
- 45-54 years old: 6.52%
- 55-64 years old: 26.09%
- 65 years old and above: 21.74%

Household Income

- Under \$25k: 13.04%
- \$25k-50k: 17.39%
- \$50k-\$75k: 19.57%
- \$75-\$100k: 10.87%
- Over \$100k: 28.26%
- Rather not say: 10.87%

Gender

- Female: 65.22%
- Male: 34.78%

Race and Ethnicity

- White: 69.57%
- Hispanic: 19.57%
- Black: 4.34%
- Native American: 2.17%
- Another race or ethnicity: 2.17%
- I'd rather not say: 2.17%

Political Party Registration

- Unaffiliated: 41.30%
- Republican: 36.96%
- Democrat: 15.22%
- Third-Party: 4.35%
- Not registered to vote or unsure of registration: 2.17%

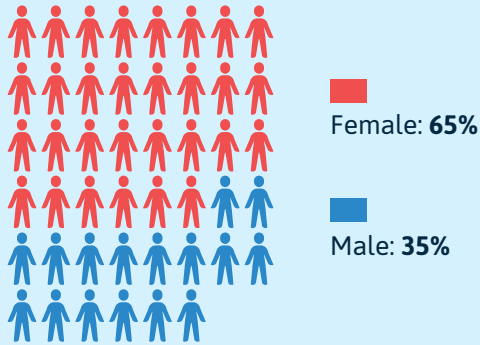
Geography

- Lives within the City of Montrose: 54.35%
- Lives within the County of Montrose, but not in the City boundaries: 45.65%

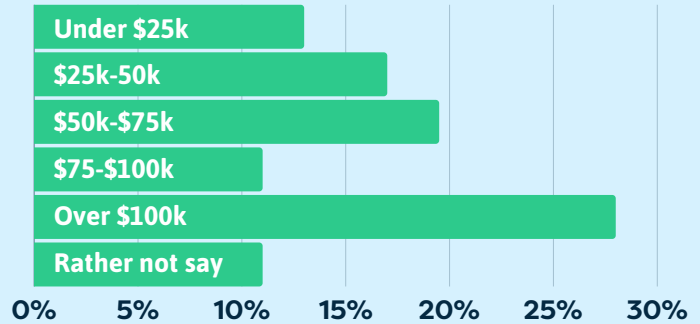
Additionally measured, though not included as a representative category for the Assembly, 41.30% of the Delegates have children under 18 in their household.

Final Assembly Demographics

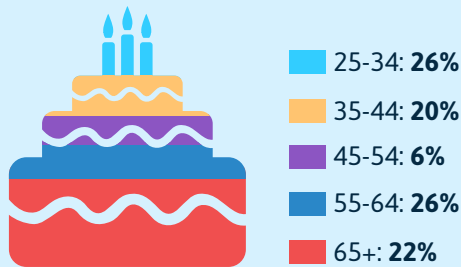
Gender



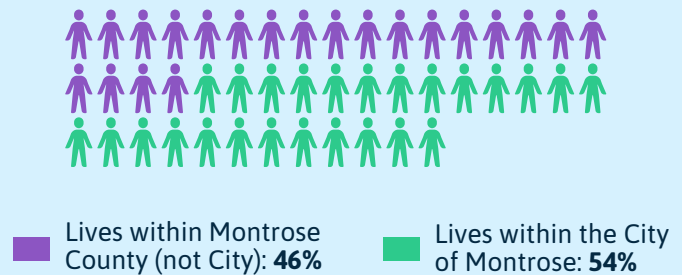
Household Income



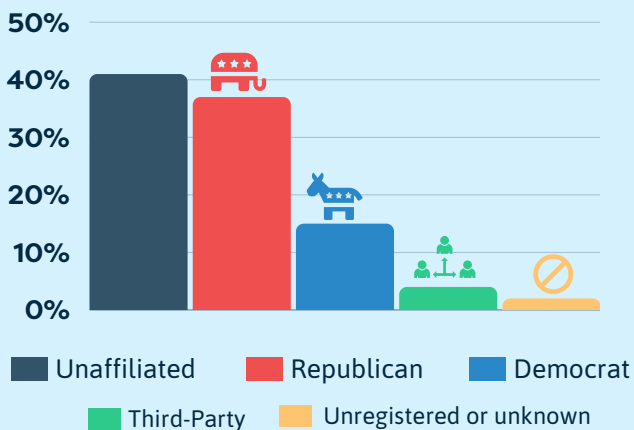
Age Ranges



County/City Geography



Political Party



Race

