

A child's hands are seen playing with various colorful wooden blocks (yellow, red, green, orange, blue, and light wood) on a light-colored wooden surface. The blocks are scattered around the hands, some being held or moved. The background is a soft, natural wood grain.

# Child Care in Your Community

Strategies to Build  
Capacity and Support

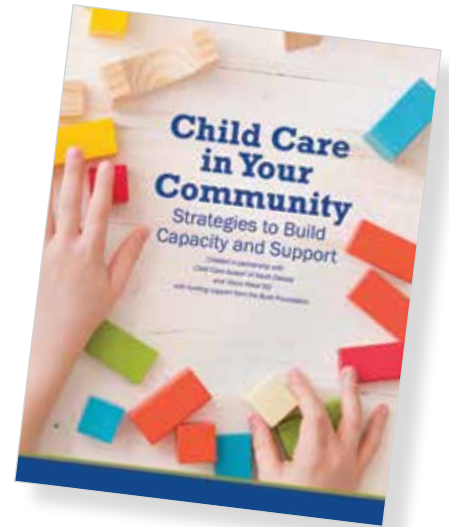
*Created in partnership with  
Child Care Aware® of North Dakota  
and Vision West ND  
with funding support from the Bush Foundation*



# Starting a Child Care in Your Community

Child Care Aware® of North Dakota and Vision West ND developed this guide to help you make informed decisions when starting child care in your community.

Strategies to Build Capacity and Support Child Care.....	3
Child Care Models .....	4
Successes and Challenges .....	5
Understanding Financing Options .....	6
Volunteers and Child Care .....	7
Attraction and Retention Strategies .....	8
Fund Raising Ideas .....	9
Economic Development Contacts .....	10
Statewide Funding Options .....	13



## Child Care In Your Community

Child care is an important component of community infrastructure, but it can be a challenge to successfully operate a child care facility in North Dakota.

The increase in demand for child care makes it difficult to meet the needs of young families arriving in the state. While the basics of child care were generally well served by child care providers prior to the energy industry expansion, even then there were challenges in meeting the specific needs of infant care, shift workers, families with multiple children, children who are ill, or when the public schools are closed.












Populations in North Dakota communities are projected to show increases of up to 25% by 2025. Some western cities are projected to see population increases of 30% to 137%. A study conducted by Dr. Richard Rathge, then at NDSU, recommended North Dakota create child care space for 21,000 more children by 2025 or nearly 1600 spaces per year. This would mean an increase of nearly a thousand new family/ group facilities.

Along with housing and infrastructure, the lack of child care availability consistently ranked as one of the top three topics brought forward at every one of

Vision West ND's 23 local planning meetings. When community leaders and volunteers were asked: "What is affecting the quality of life in your community?" A consistent top response was Child Care. The lack of child care services is a workforce issue, a social issue, a family issue, and a community issue, not only in western North Dakota, but throughout the entire state.

The intent of this publication is for use by community leaders and potential and existing child care providers in the energy-producing counties of western North Dakota. However, communities from throughout the state are encouraged to use and benefit from this resource.

We encourage community leaders and people exploring child care to contact Vision West ND and Child Care Aware ND to have questions answered and receive guidance regarding the various child care facility models showcased in this toolkit.

<b>A</b> <ul style="list-style-type: none"> <li>• Assets</li> <li>• Awareness</li> <li>• Assessment of community needs</li> </ul>	<b>B</b> <ul style="list-style-type: none"> <li>• Benefactor</li> <li>• Buildings</li> <li>• Bank of North Dakota</li> </ul>	<b>C</b> <ul style="list-style-type: none"> <li>• Cooperative child care</li> <li>• Capital</li> <li>• City regulations and ordinances</li> </ul>	<b>D</b> <ul style="list-style-type: none"> <li>• Donations of toys &amp; materials</li> </ul> 
<b>E</b> <ul style="list-style-type: none"> <li>• Employee benefits</li> <li>• Expansion funds</li> <li>• Economic Development Funds</li> </ul>	<b>F</b> <ul style="list-style-type: none"> <li>• Food service</li> <li>• Fund raisers</li> <li>• Flex Pace loans</li> <li>• Food Program: CACFP</li> <li>• First aid and CPR training</li> </ul> 	<b>G</b> <ul style="list-style-type: none"> <li>• Grants</li> <li>• Grant writers</li> </ul> <b>H</b> <ul style="list-style-type: none"> <li>• Human Resources</li> <li>• High School trade courses</li> </ul>	
<b>I</b> <ul style="list-style-type: none"> <li>• Interest buy down</li> <li>• Incentives to keep staff coming to work</li> </ul>	<b>J</b> <ul style="list-style-type: none"> <li>• Job Development Association dollars for jobs created</li> </ul> <b>K</b> <ul style="list-style-type: none"> <li>• Knowledge &amp; support from Child Care® Aware of ND</li> </ul>	<b>L</b> <ul style="list-style-type: none"> <li>• Land</li> <li>• Lease to operator</li> <li>• Laundry services</li> <li>• Licensed &amp; legal</li> </ul>	<b>M</b> <ul style="list-style-type: none"> <li>• Mill levy</li> </ul> 
<b>N</b> <ul style="list-style-type: none"> <li>• ND Association of Rural Electric Cooperatives</li> <li>• ND Small Business Development Centers</li> </ul>	<b>O</b> <ul style="list-style-type: none"> <li>• Occupancy free</li> <li>• Overages covered</li> <li>• Ordinance adjustments</li> </ul>	<b>P</b> <ul style="list-style-type: none"> <li>• Property tax reduction/forgiveness</li> <li>• PACE funding</li> </ul>	<b>Q</b> <ul style="list-style-type: none"> <li>★★★★</li> <li>• Qualified work force</li> <li>• Quality rating and improvement</li> </ul>
<b>R</b> <ul style="list-style-type: none"> <li>• Remodeling</li> <li>• Relicensing incentives</li> <li>• Right size for community</li> </ul> 	<b>S</b> <ul style="list-style-type: none"> <li>• Subsidizing slots</li> <li>• Seed funding</li> <li>• Sales tax</li> <li>• School support and space</li> </ul> 		<b>T</b> <ul style="list-style-type: none"> <li>• Time to adequately plan and prepare</li> </ul> 
<b>U</b> <ul style="list-style-type: none"> <li>• Utilities provided</li> <li>• USDA Rural Development</li> </ul>	<b>W</b>  <ul style="list-style-type: none"> <li>• Workforce scholarships</li> <li>• Workplace sites</li> </ul>		
 <ul style="list-style-type: none"> <li>• Volunteers</li> </ul> <b>V</b>		<b>W</b>  <ul style="list-style-type: none"> <li>• Workforce scholarships</li> <li>• Workplace sites</li> </ul>	
<b>X</b> <p>X marks the spot on:</p> <ul style="list-style-type: none"> <li>• Contracts</li> <li>• Policies</li> <li>• Lease agreements</li> <li>• Licensing documents</li> </ul> 			
<b>Y</b> 	<b>Z</b> <ul style="list-style-type: none"> <li>• Zero dollar lease</li> <li>• Zoning</li> <li>• Zest for community advancement and vitality</li> </ul>		

## Strategies to Build Capacity and Support for Child Care

Child Care Aware can provide technical assistance in a variety of formats that best meets the needs of your community. Coaches are available to facilitate community meetings, assist in developing and conducting needs assessments, support the community in facility planning, program management, staff recruitment and training. Consultants assist interested individuals discern the operation of a child care business and offer support to newly licensed programs through a menu of topics that will help build a successful program.

[www.ndchildcare.org](http://www.ndchildcare.org)  
**800-997-8515** (press 3)

# Child Care Models

Child care programs fall into three main categories: family, group and center. Business models for ownership and management can vary based on the resources available within a community. Here are some models to consider for your community:

## Private/Public Ownership

The child care is fully owned and operated by an individual, partners or an employer.

## Non-Profit Run by a Board of Directors

The child care has a 501c3 non-profit status and is governed by a board of directors.

## Public School Partnership

The school district owns the property, but the actual child care program is run by a private owner with potential access to school resources (food service, busing, gym space, specialists, etc.).

## Cooperative

Non-profit employer-assisted parent cooperative that is owned and run jointly by its members who share in the benefits of child care.

## Hospital/Care Facility Partnership

A health facility owned property that is run by a private owner with potential access to hospital or long-term care resources (food service, janitorial service and products, etc.).

## City Owned

A political subdivision purchases/owns the building and property and gets a person to run it. The operator may run it as a private business or may be on the payroll of the city or county.



# Successes and Challenges

No two child care programs are the same. However, many child care programs across North Dakota face similar challenges, are rewarded by successes, and learn from both. Here are some examples from a survey of providers:

## Keys to Success

- Good training for staff
- Developmentally appropriate curriculum and programming for children
- Board members who are not afraid to get involved and help when needed
- Community support and engagement - get to know your community and invite the community to get to know your child care facility
- Staff and a director who are personable and professional
- Good communication with parents
- The ability to address the varied social, emotional, and physical needs of children

## Challenges We Face

- Hiring and retaining staff - a program needs to be a good place to work at and work for
- Knowing you need to raise staff salaries, but don't have the cash flow to do so
- Working with parents who may not understand child care
- Scheduling staff to meet ratio requirements and cover time-off/sick day needs of staff
- Staff meetings - they are necessary, but can be difficult
- Realizing that a child care program needs to work with both children AND adults
- Resolving the dilemma between hiring more staff or paying overtime
- Staying up-to-date on changes in state rules and regulations
- Having transportation options for children
- A board that sets policies without determining if it is appropriate for a child care facility
- The need to expand, but not having the space or money to do so

## What We Wish We'd Known

Past experiences can be a great teacher. Here are some things that child care start up leaders wish they would have known when starting their project.

- You need to do your homework before starting a child care business
- Partnerships, both private and public, are very important
- It is important to know and understand all the state rules and regulations of child care
- Required staff training and director certification takes longer than you think it will
- Not all children are the same - some have special social, emotional and physical needs that you need to plan for and accommodate
- A child care business is very labor intensive
- Work ethic and compassion will vary among staff members. Communicating expectations and the values of your program needs to be part of staff training
- Being the director of a program is a big job
- Written policies and a transition plan are needed to accommodate staff/director changes
- Parents are challenging - staff needs training on how to care for children as well as how to best interact with parents.
- Having or not having child care options available impacts the community
- A child care business may not be as profitable as anticipated



# Understanding Financing Options

Don't let your good ideas for a child care facility go by the wayside because of inadequate initial funding. It is important to begin with enough money to cover startup costs and operational costs for 60-90 days, as it is unlikely the facility will have full enrollment when the doors open for business.

There are many sources of funding for child care businesses. There are sources for loans and grants through commercial banks, government agencies, private sources, corporations, and grant programs.

## Lending

A primary loan is the first loan recorded on a piece of property or business. Secondary loans are any subsequent loan taken on the same property or business. If a foreclosure or bankruptcy should occur, the primary loan has the first claim on the sale proceeds of the property/business.

**Primary-** locally based, familiar with local market and can make decisions quickly. More flexible. Low closing costs because they do all the loan paperwork in-house.

**Secondary-** large businesses/banks. Strict guidelines. Features fixed rates and has down payment options. Have to have escrow account, private mortgage insurance, and there are closing costs.

Primary lenders keep loans as part of their portfolio and service them for the life of the loan. These are typically community or locally-owned banks/institutions. Often require 10-20 percent down payment. Primary lenders can be large banks, but these banks typically sell the loan to secondary lenders.

Secondary lenders buy mortgages from larger regional and national banks. They can often apply through federal loan programs. Down payment requirements usually aren't as high, but there are very strict insurance, escrow, and closing cost regulations.

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## Grants

**Match-** a requirement for the said entity to raise \$X before getting the grant. The basic principal here is that people who have something invested will care more. Additionally, it tests if the community will support it. There are two different kind of match- hard and soft. Hard match is any actual money that is donated/given to the agency to get to the number they are supposed to match. The other kind of match is soft. This is anything else that would be donated- things, services, and time. These things are harder to put a monetary value on, but they can be just as good. Soft match is often called in-kind match.

## Other Options

There may be times when multiple funding streams are needed to fully finance a project. Some options to consider beyond bank and grant funding include:

**Major Donor-** An individual or business provides a major financial gift for the start-up and/or maintenance of a child care program.

**Tax Exceptions-** A city or county provides property tax exceptions for the child care property.

**No-Cost or Low-Cost Utilities-** Utilities such as water, electricity, sewer or other services are provided at little or no cost which in turn improves cash flow for the child care business.

**Fund-Raising Campaign -** Solicit funds for start-up or on-going operations through one-time or annual fund raisers.



## Volunteers and Board Members

People who volunteer their time and energy to a child care facility can make a difference in children's lives. Facilities that rely on volunteers to assist with tasks such as playtime, administrative and clerical work, and maintenance tasks must take proactive measures to ensure the safety and well-being of the children under volunteer care.

Check with your licenser to review the rules and regulations if you plan to use volunteers in a licensed child care program.

### Volunteer Liability

You can limit the liability of your organization and its volunteers if you follow these guidelines:

- Treat volunteers like you would treat paid staff by developing volunteer position descriptions, using and carefully screening volunteer applications, and training and closely supervising any volunteers.
- Promptly investigate and respond to any complaints or concerns regarding a volunteer's actions.
- Secure insurance protection for your volunteers, as well as make sure some has been secured for any staff paid to conduct the program.

### Guidelines for Board Members

Because state and federal laws give unpaid workers an uncertain level of protection, it is best to take precautions when you volunteer in your community.

- Avoid conflict of interest
- Educate yourself about how the organization operates.
- Examine internal controls to ensure staff people handle business in a consistent manner to minimize any opportunity to misappropriate funds.
- Examine the organization's bylaws.
- Understand responsibilities. Organizations should provide job descriptions, orientation and education sessions for board members to ensure that they understand their responsibilities.
- Make sure the organization protects you with a liability insurance policy. Check the type of coverage and amount.
- Attend meetings and document votes and discussions. If you don't attend meetings, you can be held just as responsible as those who do attend on a regular basis.



# Attraction and Retention Strategies

The more people can incorporate things they enjoy into their work, the more likely they are to enjoy what they are doing.

Allowing employees to bring their passions to work, whether it be making art, playing music, or exercising, helps to retain and attract employees to any business. Providing employees with pleasant work spaces and flexible scheduling is proven to enhance the effectiveness of an employee. A simple thank you or note of appreciation has a big impact on employee happiness. Feeling heard is another part in any healthy workplace. Unhappy employees who see employers making efforts to maintain a healthy and happy work environment are more inclined to become a part of the solution instead of resigning their position.

## Attraction Strategies

- Connect with local colleges/vocational schools
- Look for interns that could become employees
- Add a “hiring” or “careers” page to your website
- Attend career fairs
- Look to non-profits looking for positions for their clientele
- Post a hiring sign
- Host an open house
- Use social media
- Offer incentives if a parent makes a recommendation for employee or enrollment
- Allow candidates to spend real time with the people they would be working with
- Show the absolute perks of the job, but also its downfalls, so they aren't in for any surprises
- Have a simple application process
- Ask employees for referrals
- Have a good job description
- Show the potential employee how much you already value your other employees
- Make them feel like a part of the family
- Show off some of those fun activities you have been doing at work
- Sign on bonus

## Retention Strategies

- Discounted child care for employees
- Local area discounts- network with local business owners to work out deals for employees
- Paid break and prep time with float person coverage
- Thank you notes- encourage the children and other employees to make thank-you notes for employees that are doing a good job
- Encourage input- things can always be improved, let their ideas be heard
- Send employees to state, regional or national conferences
- Celebrate anniversaries, birthdays, and other milestones
- Flexible scheduling
- Paid holidays off- early off the day before
- Conduct “stay” interviews- a time specifically meant to address any issues they are having, so that they can be corrected
- Have a “float” available to cover staff breaks
- Have a break area for staff. Have adult size furniture in addition to child size
- Random small gifts
- Keep the team “in the know”- rumors don't start if everyone knows what's going on
- Send out a short anonymous survey- for the people who may be too shy to give their opinions out loud
- Build a wall of fame
- Give employees an allowance to choose materials and equipment for their classroom
- Incentive bonus for the employee who consistently comes to work or goes above and beyond



## Fundraising Ideas

Child care facilities are often underfunded and must make up the difference through fundraising efforts. Every facility has its own reasons to hold a fund raiser. Perhaps it needs new tables and chairs, playground equipment or educational toys.

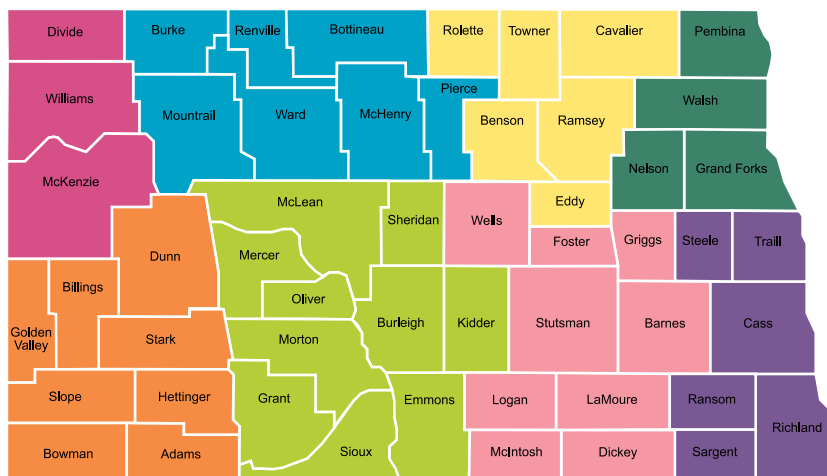
### Creative Fundraisers

- Create and sell a calendar featuring children's artwork
- Amazon Smile donates a percentage of the price of the products you are purchasing to an organization of your choice
- Rubber Duck Race
- Grocery stores reward programs
- Scripts is a website where you can purchase gift cards and some of the funds go back to the organization
- Cow Pie Bingo
- Flamingo fundraiser
- Raffles (permit required)
- Holiday gift wrapping
- Bushels for Babies at the elevator where farmers designate proceeds of a set number of bushels of grain as a financial donation
- Add a Facebook "donate now" link on your facility website
- Giving tree for items needed for classrooms,
- Host a talent show and charge an entry fee
- Partner with restaurants and local businesses to earn part of the proceeds generated from a special event.
- A variety of products from pizzas, pastries, gift wrap, fruit and many other items can be sold to raise funds

# Economic Development Contacts

Contact city, county, and regional economic development groups to inquire about financial assistance.

- Region 1
- Region 2
- Region 3
- Region 4
- Region 5
- Region 6
- Region 7
- Region 8



## Region 1

Divide County Job Development Authority  
 PO Box 297  
 Crosby ND 58730  
 701-956-6006  
[www.dividecountynd.org](http://www.dividecountynd.org)

McKenzie County Development  
 201 5th St NW  
 Watford City ND 58854  
 701-444-7419  
[www.4eyes.net/economic](http://www.4eyes.net/economic)

Tioga Community Development/ EDC  
 PO Box 218  
 Tioga ND 58852  
 701-629-8875  
[www.tiogand.net](http://www.tiogand.net)

Tri County Regional Planning Council  
 113 4th Street East  
 Williston ND 58801  
 701-577-1358

Watford City Development  
 213 2nd St NE  
 Watford City ND 58854  
 701-570-3392  
[econdev.mckenziecounty.net](http://econdev.mckenziecounty.net)

Williston Economic Development Corporation  
 113 4th St E  
 Williston ND 58802  
 701-577-8110  
[www.willistondevelopment.com](http://www.willistondevelopment.com)

## Region 2

Bottineau Economic Development Corporation  
 519 Main Street  
 Bottineau ND 58318  
 701-228-3922  
[www.bottineauedc.com](http://www.bottineauedc.com)

Kenmare Community Development Corporation  
 PO Box 35  
 Kenmare ND 58746  
 701-385-4232  
[www.kenmarend.com](http://www.kenmarend.com)

Minot Area Development Corporation  
 1020 20th Ave SW  
 Minot ND 58701  
 701-852-1075  
[www.minotusa.com](http://www.minotusa.com)

Renville County Job Development Authority  
 PO Box 68  
 Mohall ND 58761  
 701-756-6288  
[www.renvillecountynd.org](http://www.renvillecountynd.org)

Rugby Job Development Authority  
 126 2nd Ave SW Ste 1  
 Rugby, ND 58368-0136  
 (701) 776-7655  
[www.rugbyjda.com](http://www.rugbyjda.com)

Souris Basin Planning Council  
 1905 2nd Street SE  
 Minot ND 58701  
 701-839-6641  
[www.sourisbasin.org](http://www.sourisbasin.org)

### ■ Region 3

Cavalier County Job Development Authority  
901 3rd St., Ste. 5  
Langdon, ND 58249-2457  
(701) 256-3475  
[www.ccjda.org](http://www.ccjda.org)

FORWARD Devils Lake Development Corp  
P.O. Box 1048  
Devils Lake, ND 58301-0879  
(701) 662-4933  
[devilslakend.com/pages/Programs-Incentives](http://devilslakend.com/pages/Programs-Incentives)

North Central Planning Council  
P.O. Box 603  
Cando, ND 58324-0603  
(701) 968-4340  
[www.townercountynd.com](http://www.townercountynd.com)

North Central Planning Council  
417 5th St NE  
Devils Lake, ND 58301-2539  
(701) 662-8131  
[www.northcentralplanningcouncil.com](http://www.northcentralplanningcouncil.com)

Rolla Job Development Authority  
P.O. Box 1200  
Rolla, ND 58367-1200  
(701) 477-9130  
[www.ndrolla.com/job-development-authority.html](http://www.ndrolla.com/job-development-authority.html)

### ■ Region 4

Grand Forks Region Economic Development Corporation  
120 N 4th St  
Grand Forks, ND 58203  
(701) 746-2720  
<http://www.grandforks.org>

City of McVile  
P.O. Box 275  
McVile, ND 58254-0275  
(701) 322-4343  
[www.hannafordnd.com](http://www.hannafordnd.com)

Red River Regional Council  
516 Cooper Ave Ste 101  
Grafton, ND 58237-1533  
(701) 352-3550  
[www.redriverrc.com](http://www.redriverrc.com)

Walsh County Job Development Authority  
600 Cooper Ave  
Grafton, ND 58237-1509  
(701) 352-3550  
[www.redriverrc.com](http://www.redriverrc.com)

### ■ Region 5

Forman Community Development Corporation  
P.O. Box 282  
Forman, ND 58032  
(701) 724-3216  
[www.formannnd.com/community-development-corporation](http://www.formannnd.com/community-development-corporation)

Greater Fargo-Moorhead Economic Development Corp.  
Fargo, ND 58102  
(701) 364-1900  
[www.gfmedc.com](http://www.gfmedc.com)

Lake Agassiz Regional Council  
417 Main Ave Suite 201  
Fargo, ND 58103  
(701) 235-1197  
[www.lakeagassiz.com](http://www.lakeagassiz.com)

Lisbon Economic Development  
701-683-4140  
[www.lisbonnd.com/economic-development.html](http://www.lisbonnd.com/economic-development.html)

City of Milnor  
P.O. Box 70  
Milnor, ND 58060-0070  
(701) 427-5272  
[www.milnornd.com](http://www.milnornd.com)

Steele County Job Development Authority  
P.O. Box 451  
Finley, ND 58230-0255  
(701) 524-2645  
[www.finleynd.com](http://www.finleynd.com)

Traill County Economic Development Commission  
P.O. Box 856  
Hillsboro, ND 58045-0856  
(701) 636-4746  
[www.tcedc.com](http://www.tcedc.com)

Wahpeton Economic Development  
P.O. Box 490  
Wahpeton, ND 58074-0490  
(701) 642-8559  
[www.wahpeton.com](http://www.wahpeton.com)

City of West Fargo  
800 4th Ave E  
West Fargo, ND 58078-2060  
(701) 433-5300  
[www.acityonthegrow.com](http://www.acityonthegrow.com)

## ■ Region 6

Carrington Job Development Authority  
P.O. Box 501  
Carrington, ND 58421-0439  
(701) 652-3919  
[www.carringtonnd.com](http://www.carringtonnd.com)

Cooperstown-Griggs County Economic Development  
P.O. Box 553  
Cooperstown, ND 58425  
701-797-3613  
[www.cooperstownnd.com](http://www.cooperstownnd.com)

Edgeley Job Development Authority  
P.O. Box 205  
Edgeley, ND 58433  
(701) 493-2208  
[www.edgeley.com](http://www.edgeley.com)

City of Ellendale  
P.O. Box 267  
Ellendale, ND 58436-0267  
(701) 349-3252  
[www.ellendalend.com](http://www.ellendalend.com)

Jamestown/Stutsman County Jobs Development Corp  
P.O. Box 293  
Jamestown, ND 58402-0293  
(701) 252-6861  
[www.growingjamestown.com](http://www.growingjamestown.com)

LaMoure Community Development  
701-883-5910  
[www.lamourend.com/economic-development](http://www.lamourend.com/economic-development)

Logan County Job Development Authority  
P.O. Box 282  
Napoleon, ND 58561  
(701) 754-2000

New Rockford Area Community Betterment Corporation  
P.O. Box 775  
New Rockford, ND 58356-0775  
(701) 947-2205  
[www.cityofnewrockford.com](http://www.cityofnewrockford.com)

Oakes Enhancement Inc.  
P.O. Box 365  
Oakes, ND 58474-0365  
(701) 742-3508  
[www.oakesnd.com](http://www.oakesnd.com)

South Central Dakota Regional Council  
429 2nd St SW, Ste 208  
P.O. Box 903  
Jamestown, ND 58401-4260  
(701) 952-8050  
[www.scdrc.org](http://www.scdrc.org)

Valley City/Barnes County Development Corp  
P.O. Box 724  
Valley City, ND 58072-0724  
(701) 845-1891  
[www.valleycitynd.com](http://www.valleycitynd.com)

## ■ Region 7

City of Ashley  
P.O. Box 97  
Ashley, ND 58413-0097  
(701) 288-3096  
[www.ashley-nd.com](http://www.ashley-nd.com)

Beulah Job Development Authority  
PO Box 468  
Beulah ND 58523  
701-748-2233  
[www.beulahnd.org/economic](http://www.beulahnd.org/economic)

Bismarck/Mandan Development Association  
PO Box 2615  
Bismarck ND 58502  
701-222-5530  
[www.bmda.org](http://www.bmda.org)

Elgin Community Betterment Inc.  
PO Box 93 Elgin, ND 58533  
701-584-2525  
[www.elginnorthdakota.com](http://www.elginnorthdakota.com)

Garrison Area Improvement Association  
42 N Main  
Garrison ND 58540  
701-463-2631  
[www.garrisonnd.com](http://www.garrisonnd.com)

Hazen Community Development  
PO Box 717  
Hazen ND 58545  
701-748-2550  
[www.hazennd.org](http://www.hazennd.org)

Hazleton Development Corp  
PO Box 383  
Hazleton, ND 58554  
701-782-6878  
[www.hazletonnorthdakota.com](http://www.hazletonnorthdakota.com)

Job Development Authority – McIntosh County  
P.O. Box 315  
Ashley ND 58413  
(701) 288-5140  
[www.mcintoshnd.com/job\\_development\\_authority\\_80.html](http://www.mcintoshnd.com/job_development_authority_80.html)

Lewis & Clark Regional Development Council  
200 1st Ave NW  
Mandan ND 58554  
701-667-7620  
www.lcdgroup.org

Linton Industrial Development Corp  
PO Box 433  
Linton ND 58552  
701-254-4267  
www.lintonnd.org

City of Mandan  
205 2nd Ave NW  
Mandan ND 58554  
701-667-3213  
www.cityofmandan.com/businessdevelopment

Standing Rock Sioux Tribe  
PO Box D  
Fort Yates ND 58538  
701-854-2025  
www.standingrock.org

Steele Area Economic Development Corp  
P.O. Box 337  
Steele, ND 58482-0337  
(701) 475-2133  
www.steelend.com

City of Turtle Lake  
PO Box 338  
Turtle Lake ND 58575  
701-448-2596  
www.turtlelakend.org

Underwood Area Economic Development Corporation  
PO Box 168  
Underwood ND 58576  
701-442-5481  
www.underwoodnd.org

Washburn EDC  
PO Box 467  
Washburn ND 58577  
701-737-9106  
www.washburnnd.com

Wishek Job Development Authority  
P.O. Box 466  
Wishek, ND 58495-0466  
(701) 452-2371  
www.wishek-nd.com

## Region 8

Adams County Development Corporation  
PO Box 1323  
Hettinger ND 58639  
701-567-2531  
www.hettingernd.com

Bowman County Development Corp.  
PO Box 1143  
Bowman ND 58623  
701-523-5880  
www.bowmandnd.com/development

Dunn County Job Development Authority  
PO Box 283  
Killdeer ND 58640  
701-764-6092  
www.dunncountyjda.com

Hettinger County Job Development Authority  
PO Box 157  
Mott ND 58646  
701-842-4205  
www.hettingercountynd.com

Prairie West Development Foundation  
PO Box 784  
Beach ND 58621  
701-872-3121  
www.beachnd.com/2146/Economic-Development

Roosevelt-Custer Regional Council for Development  
387 15th St West #247  
Dickinson ND 58601  
701-483-1241

Stark Development Corporation  
PO Box 765  
Dickinson ND 58601  
701-225-5997  
www.starkdev.com

## Statewide Funding Options

- Community Development Block Grant (CDBG)
- Community Development Loan Fund
- EDA Revolving Loan Fund
- Bank of North Dakota - PACE and FLEX PACE
- North Dakota Development Fund (NDDF)  
Child Care Loan Fund
- Small Business Association (SBA) Loan Program
- USDA Intermediary Relending Program
- USDA/Rural Development



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- Energy Capital Cooperative Child Care - Hazen, ND
- Eventide Heartland Child Care Center - Devils Lake, ND
- Hope Early Learning Center Corporation - Hope, ND
- Kids Choice - Walhalla, ND
- Kids Next Door - Rugby, ND
- Little Hands Loving Hearts Child Development Center - Minot, ND
- Little Lyons Daycare - Linton, ND
- Meadowlark Daycare - Killdeer, ND
- St. Aloisius Pot of Gold Generations of Learning - Harvey, ND
- Sunnyside Childcare Center, LLC - Devils Lake, ND
- Tot Lot Child Daycare - Bowman, ND
- Wolf Pup Daycare - Watford City, ND



## Project Partners



Child Care Aware® of North Dakota assists families in their search for and understanding of quality child care, builds the knowledge and skills of early childhood practitioners through professional learning services and coaching, supports communities in developing innovative strategies to expand the capacity of care to meet families' needs and is the “go to” place for individuals who want to start a child care business.



Vision West ND is a consortium of representatives from the 19 energy-producing counties in western North Dakota. The project's mission is to lead, educate, and collaborate to mobilize western North Dakota toward a resilient and prosperous quality of life for all residents. Child care is one of the top priorities identified as essential for sustainability and a good quality of life.

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