



CONNECTICUT ASSOCIATION FOR
Infant Mental Health

Promoting, supporting and strengthening children's earliest relationships,
prenatal to age six

www.ct-aimh.org

CT-AIMH ANNUAL REPORT

2
0
2
4



TABLE OF CONTENTS

ALL REPORTING IS FROM JANUARY 2024 TO DECEMBER 2024



- Message from the Executive Director, slide 3
- Message from the Current Interim Board President, slide 4
- Current CT-AIMH Staff, slide 5
- CT-AIMH Vision, Mission, and Goals, slides 6-7
- 2024 Strategic Impact, slides 8-14
- 2024 Trainings and Conferences, slide 15
- CT-AIMH Spring and Fall Annual Conference Impact, slides 16-22
- Endorsement Goals and Reach, slides 23-26
- Reflective Supervision and Consultation Groups, slide 27
- Financial Summary, slides 28-30
- CT-AIMH External Committees, slide 31
- 2024 Board of Directors, slide 32
- Partners and Funders, slide 33
- Affiliations, slide 34
- Looking forward to 2025, slides 35

MESSAGE FROM THE EXECUTIVE DIRECTOR, HEIDI MADERIA, MS, IMH-E®



We have had both a busy and an exciting year in 2024. We continued offering CT-AIMH's audience-specific IMH training series for:

- Childcare professionals in both English and in Spanish (10-part series)
- DCF staff and community providers (8-part series)
- OEC home visitors (6-part series)
- OEC home visitor supervisors (4-part Reflective Supervision/Consultation series)
- Clinicians (piloted our first offering of the 3-part DC:0-5 training)
- Everyone (piloted our first offering of a 4-part Growing Brain series)

Additionally, we collaborated with Child Health and Development Institute (CHDI) to help them create an early intervention training series. We continued with the Integrated Care Pilot in pediatric settings, using a model of engaging Family Educators from Family Resource Centers to co-locate in pediatric settings, to facilitate screening, assessments, referrals, and offer support to families with children 0-6 years. CT-AIMH also managed to offer two conferences this year, and began the first offering of The Pathway to Endorsement, a new Infant and Early Childhood Mental Health (IECMH) multifaceted approach to supporting the IECMH workforce that includes:

- Gaining IECMH competencies from audience-specific IMH trainings,
- Participating in a safe reflective space to be curious about this specialized IMH work through Reflective Supervision/Consultation,
- Becoming a member of CT-AIMH, a professional state-wide IMH organization,
- Understanding how this will lead on successful path to obtaining IECMH-Endorsement (specialized credential), and
- Applying for IECMH-Endorsement.

With an eye on sustainability, in addition to our Executive Director, we now have two full-time team members who work incredibly hard to help support all the invaluable CT-AIMH initiatives. Lastly, we could not do this work without the support of our funders, our Board of Directors and our Advisory Committee members who volunteer their time and expertise to support CT-AIMH, its members, and the IECMH workforce. The evaluation data shows that the results of all this work is that CT-AIMH impacted the knowledge, skills, and practice of the IMH workforce and that in turn had a positive effect on the mental health of Connecticut families with children 0-6 yrs old.

We are so incredibly thankful to each of you!

MESSAGE FROM THE CURRENT BOARD PRESIDENT, ROBERT RILEY



As Interim President of the Board of Directors of the Connecticut Association for Infant Mental Health (CT-AIMH), I am honored to reflect on the important work we've done together over the past year. Guided by our mission—to promote, support, and strengthen nurturing, quality relationships for infants, young children, and their caregivers—we continue to deepen our impact across Connecticut's early childhood landscape.

This year, we continued to raise awareness of infant mental health, enhanced workforce skills through targeted training and endorsement programs, and actively advocated for policies that support families from all backgrounds across the state. Our work prioritizes thoughtful, culturally responsive approaches to meet the unique needs of children and caregivers throughout Connecticut.

We are especially proud of fostering a strong, connected community of professionals dedicated to best practices in infant and early childhood mental health. It is our hope—and our shared vision—that every infant and young child in Connecticut will experience the responsive, nurturing care they need to thrive.

Thank you for your continued partnership and support.





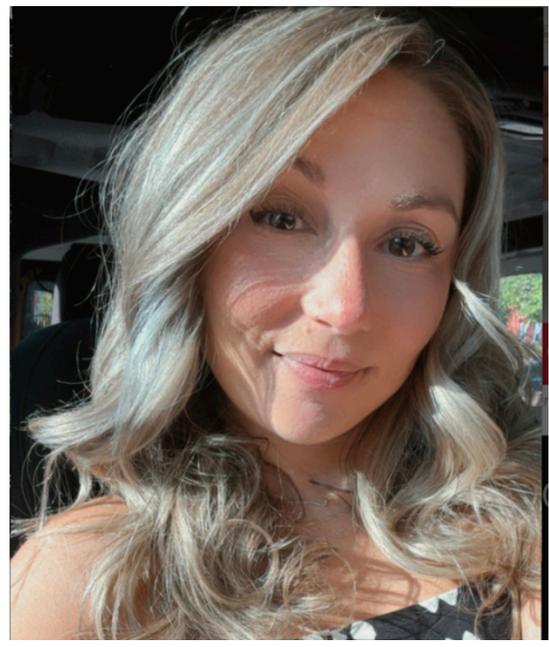
MEET THE CURRENT STAFF



Heather Black,
MA, LPC-A, IMH-E®
Director of Programs
and Development



Anne Giordano, MA,
IMH-E®
Director of Professional
Development



Roxy Carboni,
IMH-E®
Professional Development
Coordinator



Heather Bonitz Moore,
ATR-BC, LPC, IMH-E®
Endorsement Coordinator



Jolie A. Garfinkel, BA,
MA, IMH-E®
Bi-lingual
Endorsement Assistant

Samantha Shaak,
Webmaster

Laura Poquette,
Bookkeeper



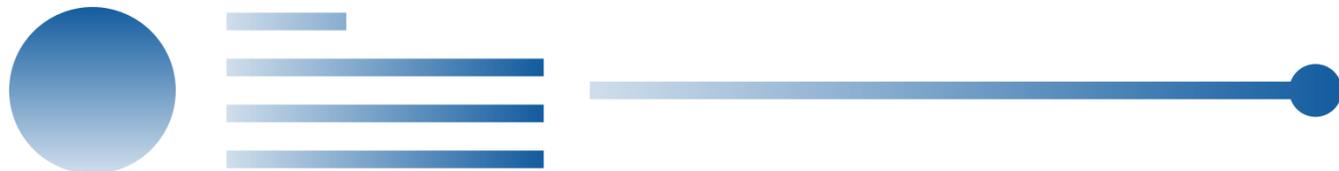


VISION

It is CT-AIMH's hope that all infants and young children in Connecticut will experience nurturing, responsive care through strong relationships that ensure optimal social and emotional growth and development.

MISSION

The Connecticut Association for Infant Mental Health (CT-AIMH) works to promote, support and strengthen nurturing, quality relationships for infants, young children and their caregivers, within the context of family, community and culture, through education, advocacy, and professional development.



GOALS

Share Expertise and Promote Awareness of Issues Relating to Infant/
Early Childhood Mental Health

Increase the Infant and Early Childhood Workforce Capacity and
Competency

Engage Visibly and Effectively in Public Policy Advocacy Issues

Build Organizational and Operational Priorities

STRATEGIC IMPACT

Priority 1: Increase the Infant and Early Childhood Workforce Capacity and Competency to meet the social and emotional needs of infants, young children and their families.



- a. Began embedding the Pathway to Endorsement (includes IECMH Training, Reflective Supervision hours, and Membership) in all contracts.
- b. Continued to customize and develop IECMH training series for exiting and new partners upon request .
 - Conducted 9 multi-day, audience specific, Training Series (page 20).
 - Developed a new 2-day training series for DHMAS that launched in 2025.
- c. Work with existing systems to incorporate screening and assessment for social and emotional wellbeing in their prevention and intervention work, to ensure earlier referrals for IECMH intervention and treatment.
 - Worked to train home visitors, pediatric staff, and clinicians on IMH, screening, assessment, diagnostic tools and how to incorporate ways of being with families through the Infant Mental Health Integrated Care Pilot.
- e. Continued to offer 2 IMH Conferences per year. Fall Conference focus is on the Diversity Informed Tenets for Work with Infants, Children, and Families. **(Professional Development Advisory Committee)**



STRATEGIC IMPACT

Priority 2: Share Expertise and Promote Awareness of Issues Relating to Infant/Early Childhood Mental Health.

a. Strengthen and assert CT-AIMH's role as a convener

- Began discussions about a statewide summit involving early childhood stakeholders, to develop and execute a comprehensive and well-coordinated plan to nurture and safeguard the social, emotional and cognitive needs of Connecticut children. This effort was to be sustained and perhaps updated periodically by ongoing stakeholder meetings, based on a model of integrated care developed by Dr. Charles Zeanah at Tulane. **(Policy and Advocacy Advisory Committee)**

b. Lead and guide multi-stakeholder discussions around options for policies, practices, and programs that advance infant mental health

- Promoted and planned the Celebrate Babies Campaign which included the 2024 Governor's Proclamation, designed two Celebrate Babies Campaign videos; Proclamation Video & Reflections Video, and participated in panel discussion at the 2024 Stakeholder's Meeting **(Promotion & Education Advisory Committee)**
- 

STRATEGIC IMPACT

Priority 2: Share Expertise and Promote Awareness of Issues Relating to Infant/Early Childhood Mental Health (continued).



c. Ensure that we consider diversity, equity, inclusion, and access in the workforce and among the families being served.

- Continue to analyze membership, endorsed professionals, and training participant data to understand diversity and supported efforts to identify disparities and strengthen workforce diversity. **(DEI Advisory Committee)**

d. Increase public awareness using marketing strategies that increase applications for Endorsement with intentional effort to invite and support applicants of diverse backgrounds.

- Pathway to Endorsement was introduced in January 2024.

STRATEGIC IMPACT

Priority 3: Engage Visibly and Effectively in Public Policy Advocacy Issues relating to infant mental health system of care and related funding

a. Identify indicators of an effective, statewide infant/early childhood mental health service system

- Engaged with CT and national partners to begin this discussion.

b. Advocate for the integration of infant and early childhood mental health knowledge and/or services into all infant/early childhood programs statewide

- Participated in a statewide effort to add our voice to the recommendations of the Blue Ribbon Panel on Child Care, specifically stating reservations with respect to proposed increase for two year old children to teacher ratios. **(Policy and Advocacy Advisory Committee)**

c. Advocate for expansion of intervention and therapeutic options for young children and families, and to reduce inequities in access to services

- Continued the integrated care project, identified three participating pediatric sites and began baseline data collection and training of co-located family educators, pediatricians, and MLDA assessors.
- The pilot aimed to demonstrate that the expansion of access of early childhood mental health services to include primary care pediatric practice would vastly increase the reach of such services in Connecticut. It would allow for more timely referrals to professional services, as well as to services that could address the social needs of such families. **(Policy and Advocacy Advisory Committee)**



STRATEGIC IMPACT

Priority 3: Engage Visibly and Effectively in Public Policy Advocacy Issues relating to infant mental health system of care and related funding (continued).

d. Be at the table whenever/wherever the mental health of infants and young children in CT is on the agenda.

- CT-AIMH joined CT-359 Network Meetings and attended the Advancing Evidence-Based Early Childhood Policymaking: Great Progress, Great Opportunities Prenatal to Three Summit with the CT Team
- CT-AIMH participated in National Collaborative for Infants and Toddlers Quarterly Calls
- CT-AIMH presented at the Northwest Care Coordination Collaborative
- CT- AIMH presented at the Women and Children's Subcommittee of the Medicaid Council March 2024.
- CT- AIMH presented at the Maternal Child Health Coalition in March 2024
- CT- AIMH presented at the Help Me Grow Committee in April 2024.
- CT-AIMH participated an introductory meeting with the OEC Family Bridge Program.
- CT-AIMH presented at the All Our Kin Conference in November 2024.
- CT-AIMH joined the CT Non Profit Alliance in 2024.



STRATEGIC IMPACT

Priority 4: Build Organizational and Operational Priorities for the continued sustainability of CT-AIMH.

a. Identify committee structure and operation that is consistent across committees and task groups

- Identified as a priority in 2024, and will be addressed in 2025 with a board consultant

b. Assure diversity among committee members

- Continued to promote that Spring and Fall Conferences attendees join CT-AIMH Committees.

c. Continue to cultivate leadership among our members

- Encourage Advisory Committee members to move into Board leadership roles.

d. Consider a Sustainability Committee (or sub committee of the finance committee)

- Finance committee met quarterly to discuss current and developing contracts/funding opportunities.
- Look to create a 2025 staff position that is responsible for development and sustainability.

e. Continue to Diversify Board of Directors

• Reach out to business community for membership.

- CT-AIMH participated in the Stop & Shop Community Bag Program.
- Joined CT Non-Profit Alliance.

• Assure diversity of workforce is represented on BOD.

- This was the work of the Nominating Committee.

• Develop a Board Education program

- BOD Orientation Process exists but more specific education content may be needed. i.e. at 2024 BOD retreat consultants presented the Open-Source Leadership Strategies Racial Equity Framework to BOD as a guide for the development of the Associations DEI goals and strategies. **(DEI Advisory Committee)**
- Will work with a board consultant in 2025.

STRATEGIC IMPACT:

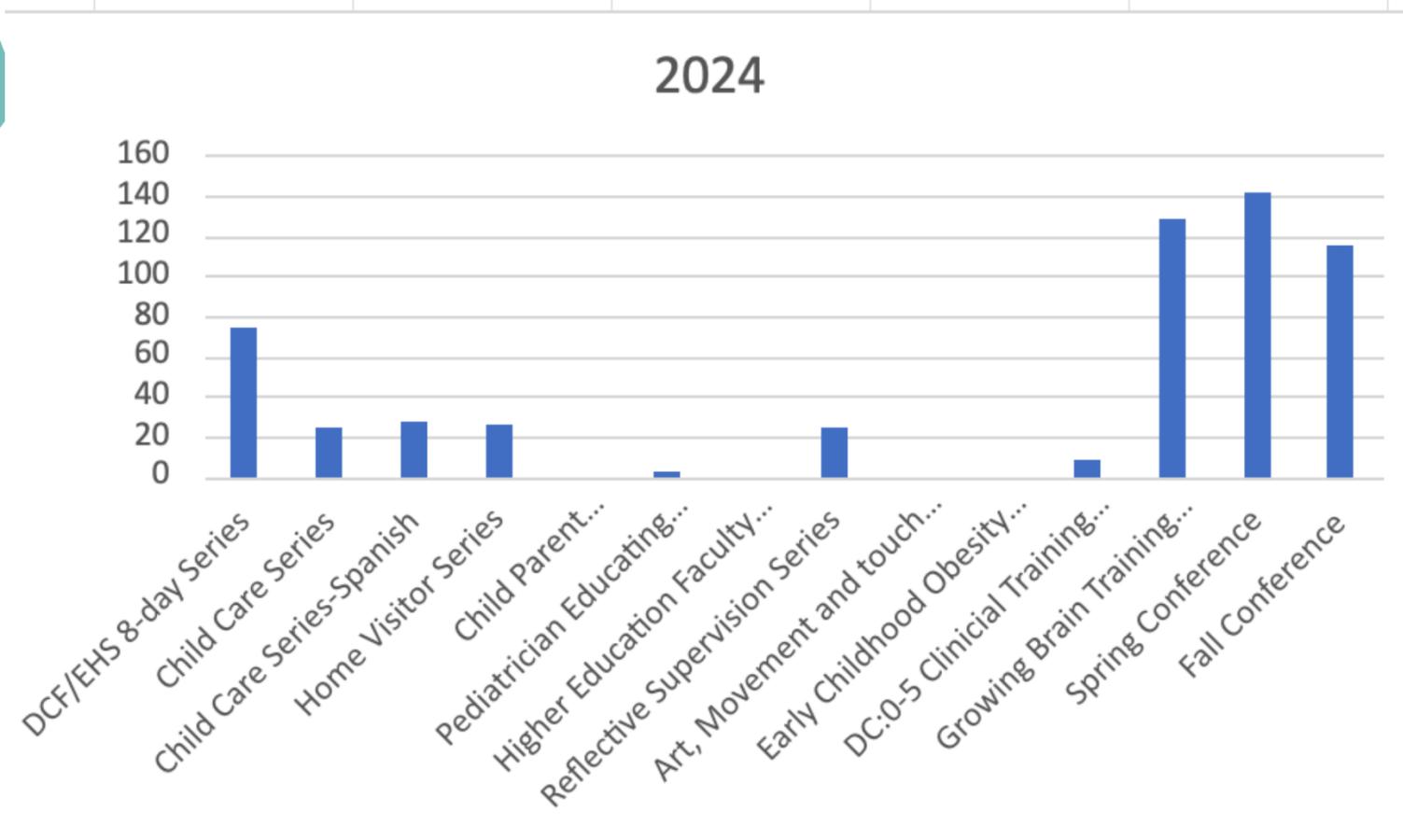
Priority 4 Build Organizational and Operational Priorities for the continued sustainability of CT-AIMH (continued).



f. Establish a stable, diversified funding stream

- Ongoing assessment of staffing needs and identification of gaps and needs to support current work, as contracts are accepted.
- Explored funding options from local business foundations continued.
- Awarded ARPA funding for infant and early childhood mental health work, through State of CT (DSS, DCF and OEC).

2024 TRAININGS AND CONFERENCES



of Audience Specific Training Series: 7

Other IMH trainings: 1

of participants per Training Series:

- 8-topic IMH Series (funder DCF): **74**
- 10-topic IMH Childcare Series in English (funder OEC): **24**
- 10-topic IMH Childcare Series in Spanish (funder OEC): **28**
- 6-topic IMH Training Series for Home Visitors (OEC): **25**
- 4-part Reflective Supervision Consultation Series (funder OEC): **20**
- The Growing Brain Training Series (funder DCF): **128**
- DC 0-5; Clinical Training Series Pilot (funder CT-AIMH): **8**
- IMH Educating Practices for **3** pediatric practices.



CT-AIMH 20TH ANNUAL 2024 SPRING CONFERENCE

Date: Thursday, May 30, 2024, 8:30am-12:30pm, in-person at the Woodwinds in Branford, CT

Keynote Topic: Infant and Early Childhood Mental Health: Honoring family, culture, and community relationships between infants, young children and their adult caregivers

Keynote Presenter: Melissa Mendez, LCSW, IMH-E®

Presenter Topic: Understanding Indigenous Family Structure: Considerations for infant and early childhood services in tribal communities

Presenter: Michele Scott, Tribal Councilor for the Mashantucket (Western) Pequot Tribal Nation



SPRING CONFERENCE IMPACT

Number of attendees: 141

Evaluation Data:

93 % of respondents reported gaining new knowledge and/or skills as a result of participating

100 % of respondents reported feeling motivated to reflect and think of creative ways to apply what they learned to their work

100% of respondents reported being reflective on their own capacities for considering and working towards more diversity-informed practice

SPRING CONFERENCE IMPACT



Evaluation Comments:

“The CT-AIMH continues provides enriching training opportunities. I'm so glad that I was able to attend.”

“The presenters provided meaningful/vulnerable content that has enabled me to continue to be reflective and grow both personally & professionally.”

“Wonderfully rich and informative program. And all of the arrangements for the day went smoothly. Very well managed.”

“It was extraordinarily enriching.”

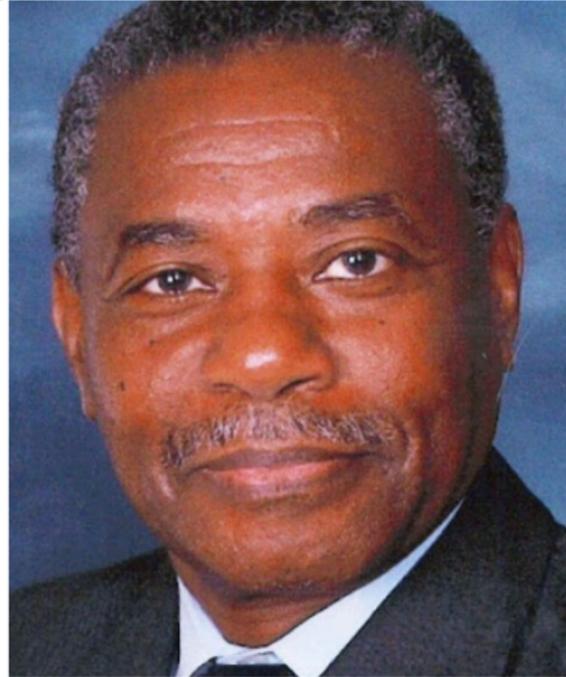
“Both presenters were excellent.”



SPRING CONFERENCE IMPACT

Participants were left wondering about...

- Tribal nations and native indigenous people and specific cultural practices in raising infants and the impact on attachment.
- Continuing to respect culture even more, looking for the why, in a non judgmental way.
- Continuing to be reflective and grow both personally & professionally
- The ways they have benefited from oppression and how they can work to be a better ally.
- Ways to continually develop their sensitivity and skills in their practice.
- How to further expand cultural competency in other professional areas, within the public, and even school system.
- How they as providers can better team with various communities (including native communities) to think about the services they feel they need.
- How they can ensure access to training and education for those in the community, and how they can better serve.
- Understanding the trauma that Asians/southern Asians have and still do experience in this country. It is not spoken about often.
- How little we hear about indigenous cultures in trainings.



CT-AIMH 20TH ANNUAL 2024 FALL CONFERENCE

Date: November 21, 2024 9:00am-4:00pm, virtual

Topic: Honoring Diverse Family Structures in work with Infants, Children and Families (Diversity-Informed Tenet #5)

Presenters:

Dr. Joseph Crumbley &
Brenda Jones Harden, PhD, IMH-E®

Panelists: Nicole Pace, LCSW & Margaret M. Doherty



FALL CONFERENCE IMPACT

Number of attendees: 115

Evaluation Data:

84% of respondents reported acquired new knowledge and/or skill

93 % of respondents reported learning a great deal as a result of this training, and found this training to be a valuable addition to their learning

96 % of participants reported being willing to recommend this training or event to a friend or colleague



CONFERENCE SUVEY RESULTS:

Top two (2) Infant and Early Childhood Mental Health topics you would like CT-AIMH to present in the future:

- ADHD** and ASD
- Attachment** for birthing people experiencing postpartum anxiety/postpartum depression.
- Attachment** and immigrants or first generation children.
- How **food/nutrition** impacts mental health.
- Homelessness**
- Kinship and non-kin foster care**
- How to support families with **language differences**
- Legal aspect** of child welfare and foster care
- Working with **neurodiverse caregivers**
- Children-centered **play therapy**
- How to advance **policies** that support all families.
- Policy** or system change initiatives
- Self awareness** of practitioners
- Supporting **single parent/caregivers**
- How current **sociopolitical environment** impacts families.
- Substance use/addiction**



CT ENDORSEMENT: CONTINUE TO EXPAND AND PROMOTE

Agencies recommend/require I/ECMH Endorsement as a standard of practice for those working with infants and toddlers and their families.

Pre-service work (higher education) includes infant mental health in coursework.

State Grant RFP's include a requirement for I/ECMH Endorsed staff.

Include Endorsement requirements for Medicaid reimbursement.



ENDORSEMENT: CATEGORIES FOR THE IECMH WORKFORCE

Childcare providers who work with infants and toddlers hold I/ECMH Endorsement in **Promotion**.

Home Visitors, Early Interventionists, Pediatricians, Nurses, and Care Coordination staff hold Endorsement in **Prevention/Early Intervention**.

Clinicians, and those diagnosing and treating infants/toddlers and their families to enhance the quality of their relationships, will hold Endorsement in **Clinical Intervention/Treatment**.

Professionals who work in policy or program administration, roles within the field of infant and early childhood mental health hold Endorsement in **Macro/Leadership**.



ENDORSEMENT REACH



Year to Date: **113 people are Endorsed**

The first **Pathway to Endorsement** cohort was held in 2024: **36 Registrants**

Participants could attend IMH 8-day training series for free, received 1 year of free RS/C, one year of free CT-AIMH membership and free Endorsement Application fee.



NEW ENDORSEMENTS AWARDED IN 2024

IFA:

- Galit Sharma -Home visiting
- Liberty Mahon -Birth to Three

ECFA

- Mary Coburn-Early Care and Ed

IFS

- Marguerite Griglun-Home visiting
- Jane Vizi -Early Care and Ed
- Brigida Mendieta -Early Care and Ed *Spanish
- Shaniece Conyers- Early Head Start
- Debra Kelly- Early Head Start
- Lesli Arana- Home Visiting
- Jennifer Main -Home Visiting-Child First
- Malissa Griffith- Early Care and Ed

ECFS:

- Jasmine Oglesby -Home visiting

IMHS

- Nashaly Alamo- Mental Health/Home visiting-Child First

ERS

- Jolie Garfinkel-Early Care and Ed Consultant
- Carlita Elias -Psychology-Teaching Faculty

=

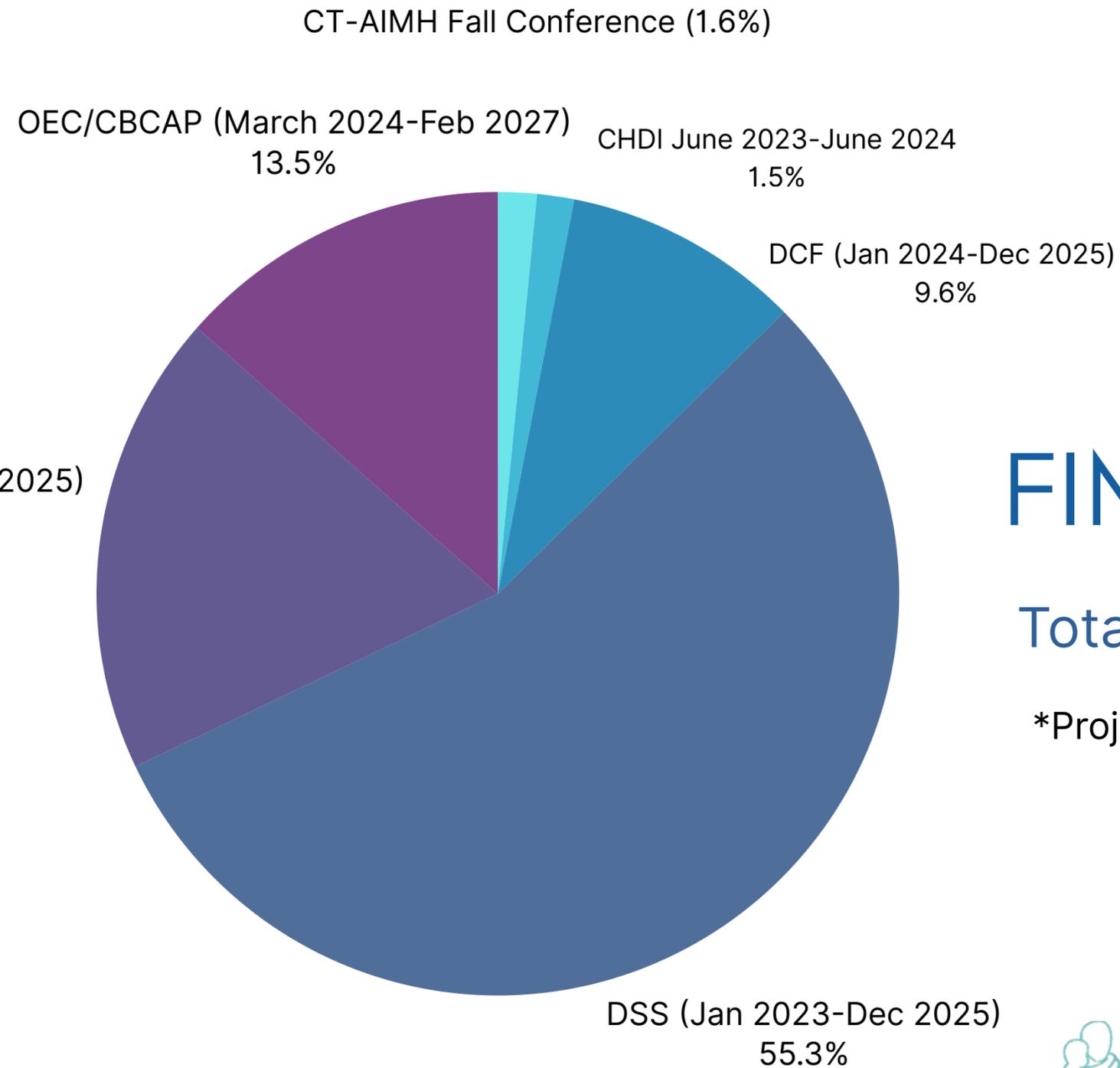


REFLECTIVE SUPERVISION AND CONSULTATION



Total number of RS/C groups held in 2024- **8**





FINANCIAL SUMMARY

Total annual expenses: **\$594,318**

*Projected financials (2024 audit not complete)

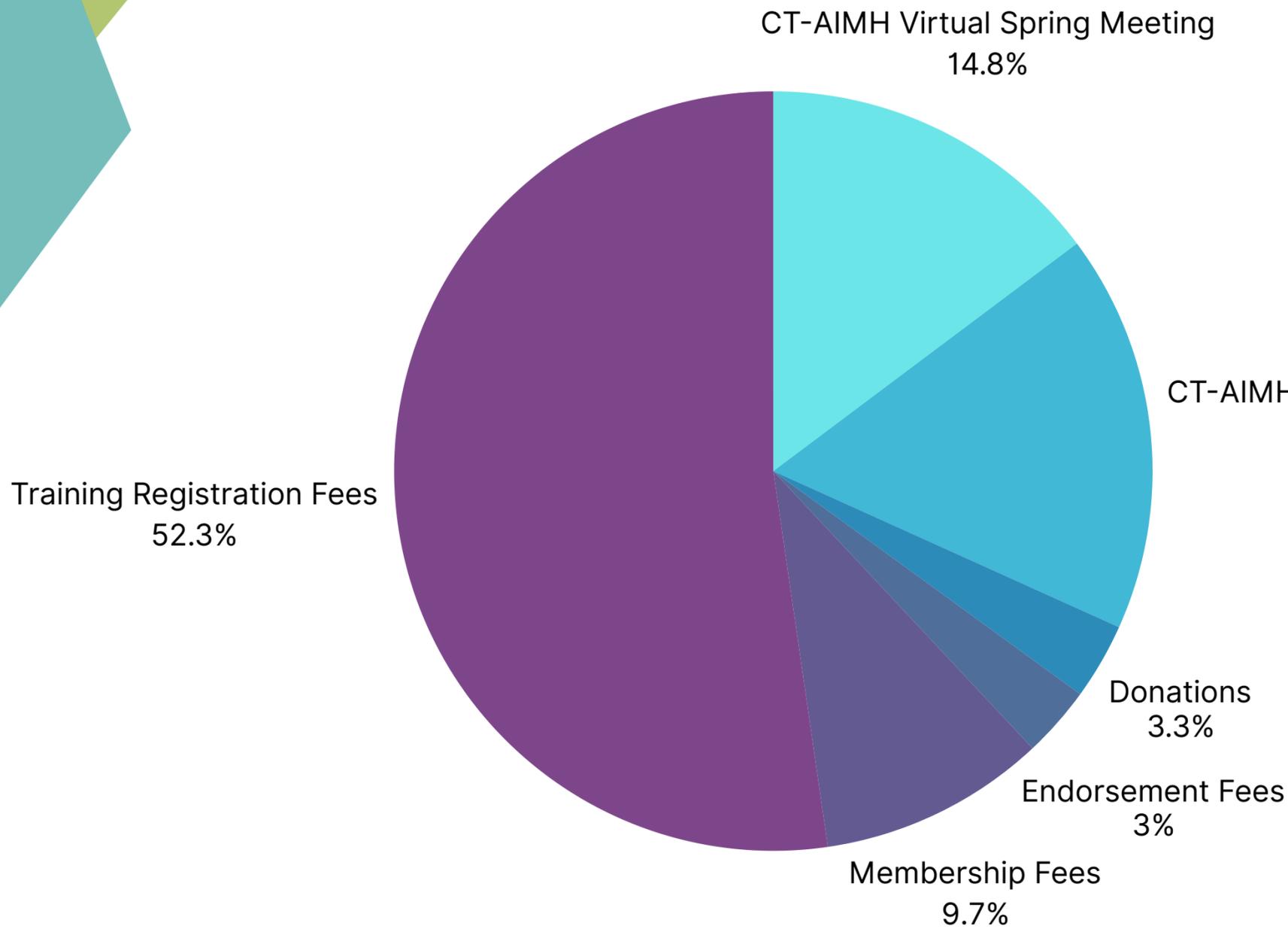




FINANCIAL SUMMARY

Total income generated: **\$123,025**

*Projected financials (2024 audit not complete)



2024 DONORS

Gifts under \$1,000.00

Caitlin Boots

Alex Geertsma

Wendy Kwalwasser

Judith Meyers

Gifts \$1,000.00 +

Marianne Barton

Margaret Holmeberg

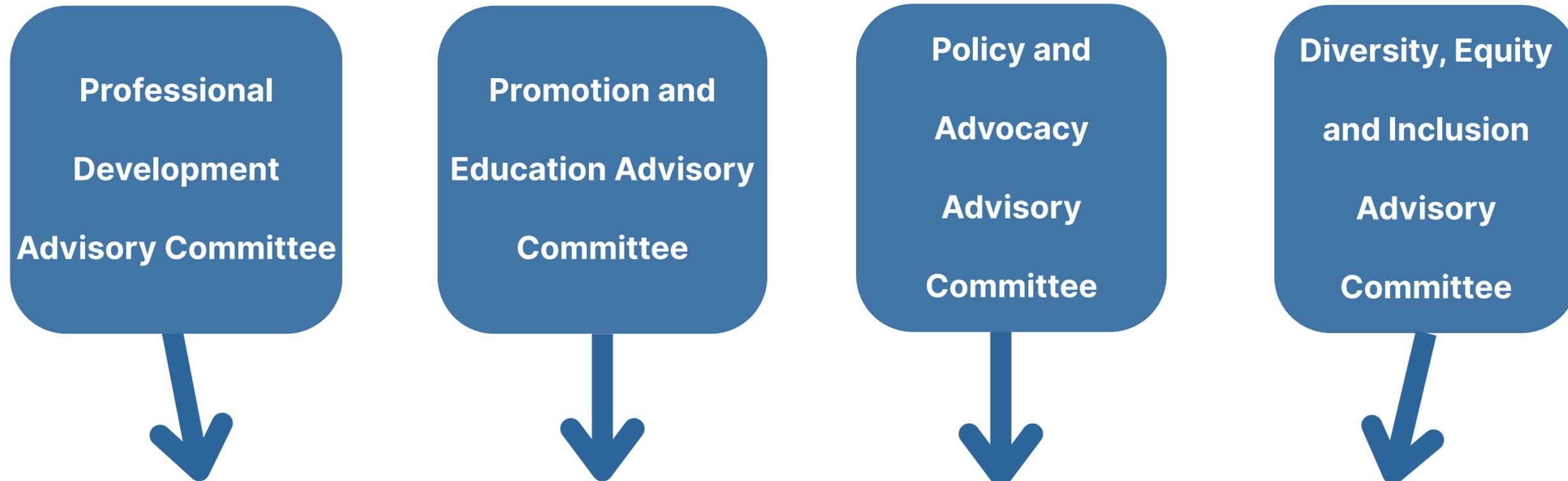
Grace Whitney

A SPECIAL THANKS TO EACH INDIVIDUAL DONOR WHO GAVE CT-AIMH
DONATIONS OF THEIR TIME AND/OR THEIR MONEY.

WE APPRECIATE YOU!

CT-AIMH EXTERNAL ADVISORY COMMITTEES

EACH ADVISORY COMMITTEE FOCUSED ON CARRYING OUT SPECIFIC AREAS OF THE STRATEGIC PLAN



**Professional
Development
Advisory Committee**

**Promotion and
Education Advisory
Committee**

**Policy and
Advocacy
Advisory
Committee**

**Diversity, Equity
and Inclusion
Advisory
Committee**

Impact: Competent IECMH Workforce, resulting in supported families, and infants, toddlers and young children that experience nurturing, responsive care through relationships that ensure optimal growth and development.

2024 BOARD OF DIRECTORS

Officers:

Susan Vater
President

Carlita Elias, PsyD, IMH-E®
Vice President

Marianne Barton, PhD, IMH-E®
Secretary

Robert Riley
Treasurer

Directors:

Heather Black MA, IMH-E®

Gerald Calnen, MD, FAAP, IMH-E®

Shaniece Conyers, M.Ed.

Tanika Eaves Simpson, PhD, IMH-E®

Doug Edwards

M. Alex Geertsma, MD, FAAP

Andrea Goetz, MSW

Margaret Holmberg, PhD, IMH-E®

Darcy Lowell, MD, IMH-E®

Claudia Liloy, LPC, IMH-E®

Jennifer Vendetti, LMSW, CEIM

Welcome new 2024-2025 BOD director:

Kim Shepardson Watson, LCSW, IMH-E®

Non-Voting CT State Agency Representatives:

-Stephanie Bozak, PsyD

CT Dept. of Children and Families

-Ann Gionet, Health Program Supervisor,
Adolescent & Child Health Unit, Connecticut
Title V CYSHCN Director, CDC Act Early
Ambassador Emeritus, CT Department of Public
Health (DPH)

-Jennifer M. Lombardi, LCSW, Program
Manager, Women's Services, Statewide
Services Division, Office of the Commissioner,
The CT Dept. of Mental Health and Addiction
Services

-Karen Pascale, M.Ed., Head Start Collaboration
Office Director, CT Office of Early Childhood



2024 PARTNERS AND FUNDERS

- Child Health and Development Institute (CHDI)
- CT Children's
- Department of Children and Families (DCF)
- Department of Social Services (DSS)
- Office of Early Childhood (OEC)



AFFILIATIONS



Alliance for the Advancement of
Infant Mental Health



**FOR OUR
BABIES**

A CALL FOR BETTER BEGINNINGS



ZERO TO THREE
Early connections last a lifetime



WAIMH



CONNECTICUT ASSOCIATION FOR
Infant Mental Health

Promoting, supporting and strengthening children's earliest relationships,
prenatal to age six

www.ct-aimh.org



LOOKING FORWARD TO 2025

Develop additional IECMH Training Series:

- IMH Training Series for Women's and Children's Services (for DMHAS)
- IMH Training Series for Foster and Adoptive Families and Providers (for DCF)

Enhance Board of Directors Policies and Procedures

Renew CT-AIMH Strategic Plan

Begin to develop IMH Marketing Campaign

Plan for an IECMH Summit



THANK YOU

Contact Us:

CT-AIMH

c/o Yale Child Study Center

230 S. Frontage Road,

New Haven, CT 06520

ct-aimh@yale.edu

www.ct-aimh.org