



Annual Report 2020-21

Celebrating ALL of our
Champions



Did you know? CDR...

- Provided individualized services to 1,130 children and parents through our various early childhood programs.
- Offered a hybrid combination of virtual and in-person home visits, support groups, training opportunities, instruction and therapy to families and child care professionals across the state.
- Raffled a brand-new Kia Soul on St. Patrick's Day, raising nearly \$40,000 for CDR.
- Held our First CDR Garden Party and Live Auction at The Art Museums of Colonial Williamsburg, raising more than \$65,000.
- Presented Anne Bradstreet Smith with the Barbara J. Driscoll Humanitarian Award for her longstanding support of CDR's mission to serve young children and their families.

2020-2021

BOARD OF DIRECTORS

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Paul F. Scott, *Executive Director*

THANK YOU FOR BEING OUR CHAMPIONS

We've heard and read a lot about champions and heroes this past year, and for good reason. Through all the challenges faced together, we've witnessed enormous acts of bravery, grit, and heroism, even from the youngest and smallest among us.

At CDR we witness acts of heroism from our champions almost daily: from the therapists who help children learn to walk, talk, eat, and play; from our training department, which provides instruction and assistance to early childhood educators across Virginia; from the family advocates who mentor and educate parents when they need support, guidance, and resources; from the families who never give up on a child with developmental delays or special needs, and who ask for help when times are tough; and from our littlest champions—the children—who after months of persevering figure out how to swallow, crawl, eat, or say “Mama” or “Dada.” These beautiful and amazing moments occur at CDR every hour, every day, and from year to year—for 56 years now, to be exact.

We hope you enjoy reading about ALL of our CDR champions—the young children, the families, the CDR staff, and friends like you who make CDR's important work possible. Without your steadfast support and partnership throughout the year, we would not be able to do what we do.

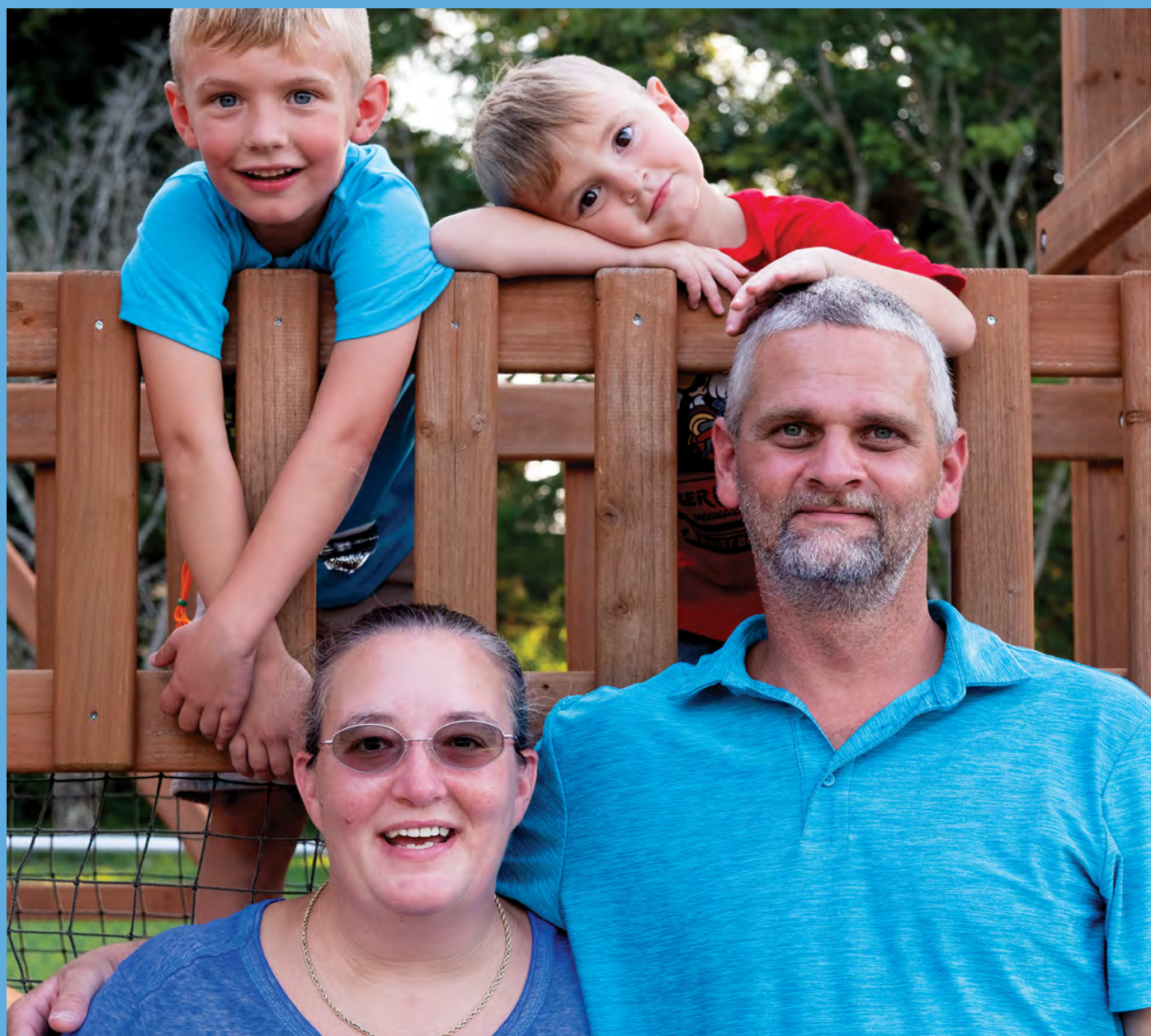
On behalf of the babies and young children we serve, and their families, the CDR Board and staff thank you for being OUR champions.

Sincerely,



Paul F. Scott, *Executive Director*





The Dale family

FINDING HELP AT EVERY TURN

Jacob Dale's two-year pediatric appointment started the family on a long journey with CDR. "Jacob wasn't talking at age two, and his doctor was concerned," said Jennifer Dale, his mother. "His doctor referred us to CDR for evaluation, and we learned that speech therapy would be critical for his development."

Before long, Jacob began receiving therapy sessions at his home through CDR's **Infant & Parent Program** while his mom participated in CDR's **Parents as Teachers** program to learn parenting skills and connect the family to other common resources. At the same time, Tabitha—CDR's service coordinator and an early childhood special educator—taught Jennifer how to help her son with his speech and overall development.

The Dale family's connections to CDR grew stronger along with Jacob's skills. When Jennifer's second son, Joshua, was born, she participated in CDR's Motherhood program to help with breastfeeding challenges. When Joshua also exhibited a speech delay, the family once more relied on CDR to help.

Jennifer joined "**Circle of Parents**," a CDR support group that is co-facilitated by parents and staff at CDR's Parent as Teachers program. Developed for families of children three to six years old, the group is designed to reduce stress and broaden parenting skills. "Having a group to turn to for support and encouragement is so important for parents," said Jennifer. "We listen. We don't judge. We offer help. And we lift everyone up. It's amazing to be a part of something so important."

Soon after joining, Jennifer decided to take the Circle of Parents Leader Training course so that she could serve as a co-facilitator for other members. "I feel as if they designed this program just for me," she said.

Parents as Teachers (PAT)...

- Offered the Circle of Parents support group, PAT's online platform for parents during the pandemic. The parents offered each other parenting tips, words of encouragement, and humor to fight the effects of isolation brought on by the pandemic.
- Provided services to 57 children and 47 adults.
- Hired a quality support specialist to provide practical support to parent educators.
- Earned Blue-Ribbon Affiliate status from the Parents as Teachers National Center, Inc.
- Participated in a virtual town hall with Pam Northam, first lady of Virginia, to discuss the topic "Parenting in a Pandemic."

"Learning how to help Jacob was so important to me. I learned that children learn through play and that I could encourage his development through adult-led interaction."

— Jennifer Dale

Virginia Infant & Toddler Specialist Network (VA ITSN)...

- *Continued to offer a variety of technical assistance services to professional caregivers to help support high-quality care in centers and family day homes throughout the Commonwealth of Virginia.*
- *Provided technical assistance to sixteen child care programs to assist with the development of breastfeeding-friendly environments and to help them obtain the Virginia Breastfeeding Friendly Early Care Program designation.*
- *Participated in a nationwide trauma responsiveness pilot training.*
- *Engaged in the LENA Grow pilot, a professional development program designed to increase talk between infants, toddlers, and caregivers in child care classrooms.*

"I never closed the [daycare] center," said Lisa. "I was able to remain open throughout the pandemic. I had families who needed me, and I couldn't let them down."

— Lisa Will

GUIDANCE AND SUPPORT DURING DIFFICULT TIMES

Managing an in-home daycare center can be challenging under the best of circumstances, but when the global pandemic hit, Lisa Will found herself in uncharted waters.

"All of the places I would normally turn to for help were shut down," Lisa said. "My families had questions, I had questions, and I needed help."

Fortunately, Lisa received guidance from a member of CDR's **Virginia Infant & Toddler Specialist Network (VA ITSN)** and found the support she desperately needed.

With help from the VA ITSN, Lisa was able to learn new procedures to keep her staff, children, and families as safe as possible. "I had to introduce protocols for sanitizing all of our toys and equipment, dropping off and picking up children. Jamie, our infant and toddler specialist, was my lifeline," she said.

And the support didn't end there. When Lisa realized she needed to update her daycare handbook, she turned to Jamie again for help. "You live by your handbook. You have to get it right because it's what guides your business and what makes you a professional to your families and your staff."

With Jamie's help, Lisa was able to update her handbook procedures and add important information regarding new policies, family child custody procedures, and pick-up protocols. She even fine-tuned policies on enrollment and withdrawal from the daycare.

"Getting this done has taken a lot off my mind," Lisa said. "Because of Jamie I was able to get the answers and help I needed."

EARLY INTERVENTION MAKES ALL THE DIFFERENCE

Natisha Washington knows very well the difference early intervention can make in the life of a young child. Both of her sons, Asiaiah and Azzan, have been enrolled in CDR's **Early Head Start** program and have attended CDR's **First Steps Child Care & Development Centers**.

"CDR understands that it's not just about the child, it's about the family as a whole."

— Natisha Washington

"Asiaiah has learned so much while at the center," said Natisha. "He now has the foundation he needs to succeed in school and is ahead developmentally for his age."

Just as Asiaiah was entering kindergarten ready to learn, his younger brother, Azzan, began at CDR's Child Care & Development Center at Griffin-Yeates in York County. At 16 months of age, Azzan is receiving quality child care and the chance to learn just as his older brother did—all while Natisha works to support her family.

"I can work knowing my child is cared for and succeeding in a loving environment," she said.

The family also receives in-home mentoring from Hope Bailey, an Early Head Start family advocate who helps Natisha keep an eye on her children's developmental growth so she can address any challenges early on.

"I can talk to Hope, and she knows exactly where I am coming from as a parent. Connecting with her and having someone to talk with who doesn't judge has been such a support to me." Natisha so believes in Early Head Start that she now serves as the Early Head Start Policy Council chairperson.

Early Head Start (EHS)...

- *Implemented stringent new procedures for daily operations in response to COVID-19 and reopened Child Care & Development Centers on March 1, 2021, to serve children and allow many parents to return to work.*
- *Added a new communications tool called the "Hi Momma" app that facilitates open communication with families and enables contactless operation of our Child Care & Development Centers.*
- *Conducted a drive-through Health Fair in October, providing families with oral health kits, thermometers, books, and activity bags while also conducting hearing and vision screening.*



Natisha with her sons

Infant & Parent Program (IPP)...

- Increased enrollment by 36% during the first half of the year and served a record number of 430 children during the fiscal year.
- Participated in staff virtual training opportunities on trauma-informed care, evidence-based treatment approaches for children with autism, visual impairments, and oral motor treatment techniques.
- Embraced the use of telehealth for therapy and educational visits. These visits were found to have unexpected benefits—for example, allowing a father overseas to “Zoom” into his child’s therapy session.

“CDR has been the support our family needed during a very difficult time. I can’t imagine where we would be without the services and support we’ve received these past few years.”

— Brittany Stroup

THE SUPPORT OUR FAMILY NEEDED

The Stroup family’s journey with CDR began shortly after the family moved to Williamsburg. At their daughter’s well-doctor appointment, Brittany Stroup mentioned that little Amelia’s speech seemed delayed. Amelia was 16 months old.

“The pediatrician told us we needed to contact CDR for an assessment,” she said. The assessment revealed that Amelia did have a speech delay, and within weeks the toddler was receiving individualized speech therapy services through CDR’s **Infant & Parent Program**. When COVID-19 arrived, the family continued with telehealth therapies, learning how to encourage Amelia’s language development and overcome other developmental delays. It was during these virtual visits that Beth Pruitt, a CDR speech language pathologist, noticed that Amelia also had difficulty focusing and looking into the computer screen.

“Beth could tell, even during virtual sessions, that Amelia was fixated on certain things,” said Brittany. “We were stunned.”

Encouraged by Beth, the couple took Amelia for evaluation, which confirmed that she had Autism Spectrum Disorder.

With Beth’s guidance, Brittany and her husband learned how to better communicate with and encourage Amelia to develop her speech and other skills. “Beth was with us every step of the way, cheering us on and guiding us.”

And when Amelia’s older brother, Elliott, also needed services for speech and behavioral challenges, CDR was there again to help the Stroup family.



The Stroup family with Beth Pruitt, *CDR speech language pathologist*

Motherhood ...

- Served 228 mothers and babies and provided 1,842 hours of service.
- Offered support for moms experiencing post-partum mood and anxiety disorders and encouraged parent/child bonding by adding infant massage classes for new parents.
- Provided 198 hours of Mothers and Babies classes, 788 hours of breastfeeding support (a 25% increase), and 422 hours of virtual infant massage training.
- Established a “drive-through” Baby Weigh Station so that new parents could track their baby’s weight gain and progress and receive feeding tips. This was in response to needs related to COVID-19 as doctors’ offices were limiting access to appointments.



LEARNING TO MANAGE THE UPS AND DOWNS OF MOTHERHOOD

Navigating the pandemic as a new mother, and also as a newcomer to Williamsburg, proved difficult for Galina Pate. The challenges of breastfeeding, post-partum depression, and being without the support of family and friends made it all seem impossible to the new mom.

“I knew I needed support and interaction,” she said. “I thought the pandemic would make it difficult for me to find help, and then I was encouraged to contact CDR. I did, and everything changed.”

“The Motherhood program has given me so much. Having that support system and the wonderful tips I received through the program gave me so much more confidence. If it hadn’t been for the Motherhood program, I’m not sure where I would be right now.”

— Galina Pate

Galina signed up for CDR’s virtual **Motherhood** program classes, and immediately she found the support she needed. “Even though we were on a computer screen, I connected with other moms immediately and we hit it off.” Galina received the post-partum support she needed to feel like herself again, and CDR’s Internationally Board Certified Lactation Consultants guided her through her breastfeeding ups and downs. Galina also took part in infant massage classes with CDR to help her bond with her baby and to learn simple strategies to help her infant through colic.

Galina with daughter and Program Manager Kara Trahant

I KNOW I AM NOT ALONE

Will Zubieta learned about CDR's **Fatherhood** program before his baby was even born. "We were at the hospital, and the staff handed me a brochure about CDR and the programs offered to dads. I made the call right away," he said.

"I'm going to be the best dad I can be, and CDR is helping me learn how to get there."

— Will Zubieta

Will's motive for contacting CDR was simple. "I knew I needed some guidance," he said.

It wasn't long before Will began working with Charles Springer, a CDR fatherhood consultant. The two connected virtually and in person to talk about all things relating to fatherhood. "We got along so well," said Will. "Charles knew exactly how to help me. I knew I wanted to parent differently than my father, and through discussions and conversations, Charles helped me figure out what I needed to do."

Will also connected with other fathers in the program, which he says was just as important to him and helped him troubleshoot parenting challenges. "Anyone can give you advice, but you can relate when you are experiencing the same things at the same time," he said. "When you have a support group, you don't feel like you're alone."

Will knows he's only at the beginning of his personal parenting journey. But because of CDR's Fatherhood program, he knows he's off to a great start.

Will Zubieta with daughter and Fatherhood consultant Charles Springer

Fatherhood ...

- *Was awarded a five-year Fatherhood FIRE grant to continue serving fathers and fathers-to-be in our community. The grant includes a workforce element to help fathers find jobs.*
- *Offered live and virtual workshops for 562 fathers.*
- *Served 226 incarcerated fathers at two local jails (Virginia Peninsula Regional Jail and Newport News Jail).*
- *Provided encouragement, support, and opportunities for fathers to learn about child development, parent/child bonding, and nurturing fatherhood practices.*



CDR's Winsten Society

We are grateful to the following members who have included CDR in their estate plans.

Anonymous	Wally Glisson
Betsy Anderson	Roger and Ann Hall
Jayne Barnard	Cindy Hamrick
Allison Brody	Dottie Haramis
Charles and Ginny Crone	Sarah Houghland
John and Julia Curtis	Mary Jean and Ron Hurst
Susie Dorsey	Bernice Kimball
Michelle Eichorn	Jack and Barbara Kniest
Jack Edwards	Eric McDonald
Sara Joyce Fogarty	Edward and Cherry Robinson
Brian and Lynn Ford	Marc Roth
Bill and Rita Francavilla*	Paul Scott
Adrienne Frank and Gary Driscoll	Lisa and Jim Thomas
Edward and Myrna Frankle	James and Donna Thornton
Molly and Matt Galo	Jean Van Tol
Charles and Corinne Garland	Mary L. Voorhess
	* Honorary Co-Chairs



Family and Private Foundation Grants

AECW Fund
Bernardine Franciscan Sisters Foundation
Michael and Maria Brooks Family Fund
Casey-Rutland Family Charitable Fund
Drew & Dottie Wintemberg Charitable Fund
ExxonMobil Foundation
Gilkison Family Foundation
Gore Family Memorial Foundation
Kaz Family Trust
Robert McEldowney, Jr. Family Foundation
Pfizer Foundation Matching Gifts Program
Scott and Tricia Russell Family Fund
Richard and Mary Ann Sleece Foundation
Sutton Family Fund
Williamsburg Community Foundation
Williamsburg Health Foundation

Federal, State, and Local Grants

Colonial Behavioral Health
James City County
Smart Beginnings Virginia Peninsula
United States Department of Agriculture
United States Department of Health and Human Services, Administration for Children and Families
United Way of the Virginia Peninsula
Virginia Department of Behavioral Health and Developmental Services
Virginia Department of Education
Virginia Department of Health
Virginia Department of Social Services
York County
City of Williamsburg

Circle of Caring \$10,000+

AECW Fund
Betsy Calvo Anderson
Anonymous
Everette and Catherine Byrd

Bob and Louise Canfield
The Crone Family
Drew & Dottie Wintemberg Charitable Fund
Jack Edwards
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John and Sara Fogarty+
Rita and Bill Francavilla
Gore Family Memorial Foundation
James A. Hixon
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Bruce and Kathy Hornsby
Wright and Sarah Houghland
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Alex H. Kaz, MD—Kaz Family Trust
Barbara and Jack Kniest
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Newport News Shipbuilding, a Division of Huntington Ingalls Industries
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Leon and Judith Salzman
Wilma and Marc Sharp
Richard and Mary Ann Sleece Foundation
David and Georgia Prescott Tetrault
Dr. Mary L. Voorhess
Roxie White Unrestricted Endowment Fund+
Williamsburg Health Foundation

Circle of Promise \$5,000-\$9,999

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Bernardine Franciscan Sisters Foundation
Branscome, Inc.
William Brundage
Casey-Rutland Family Charitable Fund
Dave* and Marian Dawson
Wally Glisson
Roger and Ann Hall
JSG Corporation—The Massie Family
Jane and Jim Kaplan
Kiwanis Club of Williamsburg

* Deceased +Endowment

Gilkison Family Foundation
Optimal Service Group of
Wells Fargo Advisors
Rosie's at Colonial Downs
Roy Champion and Quinn Sale
Michael and Linda Whittaker
Cindy and Carl Zangardi

Circle of Compassion

\$2,500-\$4,999

American Pride Automotive—
Charlie Marcotte
Michael and Maria Brooks Family Fund
Bruton Parish Church
Dr. and Mrs. Thomas A. Cardwell, III
Chesapeake Bank—Lafayette Street
Morton and Sarah Eckhause
Charles and Corinne Garland
Joe and Leanne Harrow
Ron and Mary Jean Hurst
Debbie and Henry Kusmierz
Betty Orwoll
Sentara Williamsburg Medical Staff
Steven and Pamela Tankard
James and Donna Thornton
Hans O. Tiefel and Janna Fitzgerald
TowneBank of Williamsburg
Jalaiah Unnam/Analytical Services
and Materials, Inc.
Williams Landscape & Design, Inc.
Williamsburg Indoor Sports Complex

Circle of Hope

\$1,000-\$2,499

Anonymous
David and Anne Anderson
Roger Angles
Larry and Lynda Arata
Don and Elaine Bogus
Bob and Marget Bradenham
Henry S. Branscome, LLC
Karen Burden
John and Susan Cook
Roger and Judith Cross
John and Julia Curtis
Pam and Cliff Dameron
Susie Dorsey
Charles Driscoll+
Kermit Eide and Roberta MacGregor
Phil and Beth Emerson
Edward and Myrna Frankle

Friend of CDR
Daniel and Debbie Fuchs
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Charles and Glenne Hart
Steve and Marcia Hibbitts
Leigh and Laurie Houghland
Earl and Gail Johnson
Kiskiack Golf Club—Cindy and
Carl Zangardi
Greg and Lise Kline
Knight-Scapes, Inc.
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Family Foundation
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Toano Contractors, Inc.
United Way of South Hampton Roads
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Jean Van Tol
Mary Anne Wells
Kay Wilkinson
Sharon Williams
Williamsburg Moose Lodge #757
Williamsburg Rotary Club and
Williamsburg Rotary Club
Foundation
Clarence and Sue Wilson
Hank and Dixie Wolf
Tim and Lynn Wolfe
Henry L. and Katherine Wood

* Deceased +Endowment

Children's Services...

Total number of children and
families who received services:

Central Point of Entry = 717

Parents as Teachers

Children Served = 57

Adults Served = 47

Children over three = 43

Early Head Start

Children = 166

Pregnant Women = 19

Griffin-Yeates Center = 26

Lafayette High School = 49

Infant & Parent Program

Specialized Therapies and
Developmental Services = 431

Developmental Screenings
(not enrolled) = 79

Motherhood

Parents = 114

Infants = 114

Other Services = 103

Total Unduplicated Count = 1,130



Barbara J. Driscoll Humanitarian Award

Anne B. Smith, a former CDR Board member, received the 2020 Barbara J. Driscoll Humanitarian Award, established by the Driscoll family to honor the memory of former CDR Board member Barbara Driscoll, who died in 2014. Anne was chosen for this prestigious award for her support of CDR's mission, her commitment to helping young children in our community, and her tireless efforts to make the community aware of CDR and its important work.

Anne is a long-time resident of York County and is retired from her career with the County, where she managed a broad portfolio of agencies and divisions responsible for services to the community.

"Anne's mission to help local children is expressed in nearly every aspect of her life," said Paul Scott, Executive Director of CDR. "Like Barbara Driscoll, her commitment to CDR is exemplary and worthy of formal recognition through this award. As a result of her broad range of community contacts, board memberships, and civic activities, Anne has kept York County, James City County, and Williamsburg area leaders aware of the critically important work that CDR does."



Anne B. Smith

Champion

\$750-\$999

Richard and Margaret Connolly
Erik and Holly Conradi
Jim and Marty Easton
Kiwanis Club of Toano
Joseph H. Latchum, Jr.
Gary and Linda Massie
New Zion Baptist Church
Donna O. Patno
Williamsburg Aerie Eagles

Partner

\$500-\$749

Sean and Lauren Allburn
Jayne Barnard
Barrett Industries
Ralph and Barbara Barrows
John and Jennifer Blankinship
Karen and Ben Block
Mike and Babs Bowers
Andy and Ann Bradshaw
Allison Brody
Stephen C. Clement
Colonial Construction Materials, Inc.
Loretta Conen
Joseph and JoAnn Converse
Hunter and Tracy Creech
Rob and Tina Cuthrell
Gregory and Beth Davis
Ronald Goodman and
Debbie Donelson
Trent Doyle
Stephen and Katie Driscoll+
ExxonMobil Foundation
Roxanne E. (Beth) Filegar
Sterling Stuart Flanagan
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Virginia Georgis
Earl and Tatia Granger
Sally Graumlich and Tim Campbell
Matthew and Kelsey Guth
Michael Hall
Greg Hammer
David Hamrick
Harbor Construction Company
Mike and Carolyn Hatfield
Bob and Margaret Hershberger
Just Plumbing
Marilyn S. Kime

Donald R. and Genrose Lashinger
Luxterra Electrical, Inc.
Norva Plastics, Inc.
Al and Bud Olsen
Our Saviour's Evangelical Lutheran Church+
Sue and David Pearce
Pediatric Associates of Williamsburg—CHKD
Margaret Beck Pritchard
Chris Rahl
RJS & Associates, Inc.
Gary Shelly and Elaine Carlson
St. Martin's Episcopal Church
Kathy and Allan Stackhouse
Judi Forehand Starkey
Michael and Rebecca Sutton/Sutton Family Fund
Evon Thompson
Betty Tobin
Thomas Vogeles
Louis and Gloria Vosteen
Jill and Dan Whitten
William Wills Contractor, Inc.
Susan and Jim Winther
Frank Wolfe
Wurth Wood Group

Advocate

\$250-\$499

A Touch of Earth
Ron and Celia Adolph
Anne Allen
Braxton and Cathie Allport
David S. and Marlene A. Armstrong
Valerie and Marshall Ayres
David and Colleen Breutzmann
Virginia Cary "Suzie" Brooks
Stephen and Tess Canfield
Ken Collins
John Cornett
Tina Davis
John and Sue Delos
Amanda Deverich
Mr. and Mrs. A. DiPette
Dr. and Mrs. John P. Doley
The Drying Company
Patrick J. and Karen Dugan
Anita and Lamar Ekblad

* Deceased +Endowment

Frank Ferrante
 Sandy Fisher
 Fitness in Toano
 Kenneth Frantz and Cheryl Nice
 Mark and Suzan Fusco
 Molly and Matt Galo
 Robert Golden
 Mr. and Mrs. Gilbert L. Granger
 James and Julia Halstead
 Robert and Nancy Harding
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 Eric and Jamie Jacobs
 Dr. and Mrs. Thomas M. Jamison
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 Jack Mularkey
 Leith and Chuck Mullaly
 Chris Norris and Lindsay Whalen
 One Stop Cleaning, LLC—Leo Aquino
 Laura and Andy Passic
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 Hans von Baeyer and
 Barbara Watkinson

Amy Z. Watson
 Jennifer Wheeler
 Nancy P. and Steven Wigley
 Suzi Williamson

Associate \$100-\$249

Wally Adamchik
 Kenneth and Catherine Adams
 John P. and Beth C. Afflebach
 AmazonSmile Foundation
 Vasudev Ananthram
 Grace M. Angst
 Anonymous
 Arcadis CM South
 Nancy and Bob Archibald
 Francie Cate-Arries and
 Jonathan Arries
 Art Newsome, Inc.
 Martha W. McCartney and
 Carl Aschman
 Scottie and John Austin
 Georgianna and John Avioli
 John Bachmann
 Barney Barnes and
 Georgia Mamangakis
 Don Beck
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 Jack and Joyce Behlendorf
 James and Sondra Bennett
 Bernhardt Wealth Management
 Laura Bligh
 Rhonda Bonnette
 Ward Bourn
 Wade and Laurie Bowie
 Jeffrey Boynton
 Mary Ann Brendel
 Harrison and Rebecca Bresee
 Barbara Brink
 Bill and Linda Brown
 Cherry and Clem Brown
 Gail Burger
 Robert and Martha Burgess
 Ernest and Frances Burt
 Jennifer Canfield
 Jack and Ginny Carey
 Cary Carson and Wies Erkelens
 Carter Iron and Steel Company
 Aaron and Cindy Cattell

* Deceased +Endowment

Volunteers

At CDR, we are grateful to all the wonderful volunteers who support us at events, assist in our Child Care & Development Centers or Developmental Playgroup, and help in so many other important ways. If you have a passion for helping young children, or if you simply want to make life better in your community, we invite you to volunteer with CDR.

CDR's volunteers also assist with major fundraising events, carry out landscape or building maintenance tasks, and provide clerical support to the organization's programs.

Please contact our volunteer coordinator at development@cdr.org or call (757) 566-2858 to learn more.

We value gifts of ALL sizes; to maximize space in this publication this listing represents \$100+ gifts to CDR. A complete list can be found in the online version of our report at cdr.org/annual-report.



Student volunteers from Christopher Newport University

How You Can Help

CDR's impact is possible because of the generosity of the entire community. YOU help CDR provide the support and early intervention services needed right here in Williamsburg, James City County, York County, and Poquoson. Whether in the form of cash, pledges, stock transfers, in-kind donations, estate gifts/bequests, or grants, each and every gift is a commitment to improving the lives of children and families. Here are the ways you can help:

- *Make an unrestricted or restricted gift.*
- *Set up recurring gifts so that, for example, \$50 each month becomes \$600 over 12 months.*
- *Donate one or more of your Required Minimum Distributions (RMDs) from your IRA.*
- *Donate new items for inclusion in our annual Bid 'n Buy Auction, held each spring.*
- *Establish an unrestricted family endowment with a gift of \$50,000 or more, or make a gift to one of our current endowment funds.*
- *Include CDR in your estate plans, which will automatically enroll you in The Winsten Society. Your planned gift to CDR can make a major difference in CDR's future. When you leave a legacy, you know that you will be helping CDR provide the resources needed for children and families to succeed—not just now, but in perpetuity.*

Nancy G. Chapin
Katherine Cheves
Clara Christopher
Bradley Collins
Debbie and Timothy A. Connell
Coppertree Construction, Inc.
Eleanor Corbett
Bryant and Jeanette Cureton
Custom Builder Supply Company, Inc.
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Betty Ann Davis
Peter and Frances Derks
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Maria Rosa Diaz
Cathleen and Dan Dillon
Dominion Dogs—David Andre
John Donaldson
Mark and Kristin Downey
Paul Dresser and Julie Baxter
John and Mary Drew
Sean and Margaret Driscoll+
Vince and Evelyn Evans
Timothy and Josephine Falkenstein
John F. and Anne Flannigan
Steven and Becki Fogle
Michael and Polly Foote
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Scott and Leslie Goetsch
Douglas and Linda Gordon
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George and Moira Graham
Franz Gross and Christine Faia
Bob and Sandy Hammersley
Christina Hanna
Loretta Hannum
William Hansell
Priscilla Hansen
Faye Harbrant
Demetrye Harris
Karen and Henry Hartman
Anne Heacock
Navil Heggere
Jennifer and Mark Heinlein

Kinney Henry
Mary Hensley
Joseph and Berna Heyman
Brian and Sheri Higgins
Robert C. Hixon, Jr.
Mark Hockaday
Lois and Kenny Horton
Tara Hurt
Ulrike and Edward Jeffer
Jessica Jensen
David and Anne Johnson
Easley and Elizabeth Johnson
Ludwell and Pamela Johnson
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Kevin and Charlotte Jones
Iwona Kakareko
Michael and Cathy Kaurich
William M. and Ellen B. Kelso
Richard and Sharon Kiefer
Mrs. Arthur Kimball
Stephanie and Bob King
Marija Kirbeneva
John and Mimi Kline
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Kathy Kuhn
Lianne Kuster
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Lawrence and Susan Langston
Donna Leach
Jonathan and Miaoyi Lee
Betty Levin
Carolyn and Ron Lodzieski
Kevin and Samantha Long
Al Louer
Thomas and Elizabeth Luckam
Theodore George Lyketsos
Ken and Gabby Lynch
Mrs. Edward Macon
Karen Marsh-Williams
Anthony Martino
Mark and Michelle Massie
Brian McCleskey
John and Terry McGlennon

* Deceased +Endowment

Joyce McKnight
 Mr. and Mrs. Peter Mellette
 Candice Michalik
 Jane Mileski
 Ben and Ashley Miller
 Jason and Kelly Canfield Miller
 John and Ann Milliman
 Stephen Mills
 Minuteman Press
 Kenneth and Brenda Mitchell
 Joe and Linda Montgomery
 Maxime Montreuil
 Mt. Vernon United Methodist
 Church
 Drew and Cheri Mulhare
 Timothy and Rita Murphy
 Nadia School of Music—
 Nadia and Jeff Ilardi
 Chris Newman
 Sheila Noll
 Martha Nunley
 Jim and Pauline O'Connell
 Terry and Carolyn O'Connor
 and Family
 Jennifer and Chris O'Donnell
 Old Navy Settlers Market
 John and Judith Ord
 Beth and Linwood Otey
 Greg and Debbie Otto
 Mr. and Mrs. Alain C. Outlaw
 John Pacer
 Randall and Kathleen Parker
 Gil and Sandy Patrick
 Christine Ann Payne
 Christine H. and John A. Payne, M.D.
 Mrs. John M. Pellock
 Kim Perry
 Pfizer Foundation Matching
 Gifts Program
 Carter Piché
 Charlotte Pirkó
 A. Vaughn and Lynda Byrd Poller
 Gaye and Larry Pritts
 Ken and Vickie Reining
 Steve and Robin Rice
 Bob and Cathy Ripley
 Phil and Deb Rosche
 Margaret C. Rosner
 Rod Russell
 Sam and Mary Liz Sadler
 Jesus Sanchez and Susana

Gonzalez
 Joan Scharbach
 Richard and Josephine Schatzel
 Linda and Lyle Schiavone
 Walter F. and Marilyn M. Schmid
 Peter Silvester
 Timothy Silvester
 Mary Grace and Andy Simasek
 Antonija Simpson
 Martha and Roger Smith
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 Chris and Angela Splan
 Scott and Beth Stabler
 Warren and Edith Stoke
 Anthony Strete
 Michael and Nancy Sullivan
 Suter Printing—Geoff Suter
 Jean Marie Taylor
 Leslie Taylor
 Mark A. Thomas and Yuko Ichinose
 Edward Tiller
 Cannon Tucker
 David and Sue Tuftee
 Hope R. Vaccaro
 John and Pat Vaughan
 Margit Voegel
 Brian Vreeling
 Brian and Jill Walker
 Lloyd and Shirley Wallace
 Bob Welsh and Karen Rose
 Karen West
 Tyler and Jeffery Westbrook
 Heather Westheimer
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 Whitlock Brothers, Inc.
 Betty Wiggins
 Bill and Billie M. Wilkes Trust
 David and Carmen Willhoite
 Forrest and Chrissy Williamson
 Kurt E. Williamson
 Leah Shy
 Winn Nursery of Virginia, Inc.
 Chris Winter
 Janet and Robert Yang
 J.R. and Anne Zepkin
 Ted and Cathy Zychowski

* *Deceased* + *Endowment*

Tribute Gifts in honor of:

Sean Allburn
 Margaret H. Bradford
Betsy Anderson
 Earl and Tatia Granger
Andy Bradshaw
 William Hansell
Richard Bradshaw
 Andy and Ann Bradshaw
 Lloyd and Shirley Wallace
Breast Feeding Group/Kris Kiley
 Lianne Kuster
Bob and Louise Canfield
 Jennifer Canfield
 Stephen and Tess Canfield
 Carolyn Forde
 Jason and Kelly Canfield Miller
Marilyn T. Casey
 Randy and Helen Casey-Rutland
CDR Staff and Families
 Jim and Marty Easton
 Paul Scott and Ana Maria Pascale
 Jim and Lisa Thomas
Charles and Ginny Crone
 Rhonda Bonnette
 Allison Brody and Peter Jones
 Sallie Nolte
 Robert and Cathy Ripley
 Judi Forehand and Jim Starkey
Ella Cutler
 Service Metal Fabricators—
 Mimi Matthews
Danish Toe
 Joseph Martin
Amanda Deverich
 Sara Ruth Benolkin
 Emily Chaikin
 Stephen and Elizabeth Foxx
 Karen McNamara
Early Head Start
 Timothy and Josephine Falkenstein
Betsy, James, and Ella Edwards
 Michael and Nancy Sullivan
**Ekbladh children and
grandchildren**
 Lamar and Anita Ekbladh
Carmen Y. Forestier
 Alicia Forestier and
 Benjamin Marshall
Lesley George
 Cheryl McVicar

Paul Scott and Ana Maria Pascale
Elle Griffith
 Aaron and Anya Griffith
Cindy Hamrick
 David Hamrick and Lindsey
 Nebeker
David Hamrick
 Cindy Hamrick
Dottie Haramis
 Anita and David Clegg
Faye Harbrant
 Anne K. Macon
The Hargette Family
 Courtney Boone
Parker Hargette
 Courtney Boone
 Debbie and Jim Staley
Shelton Hargette
 Brian and Sheri Higgins
Sarah Houghland
 Alan and Elizabeth Melton
Mary Jean Hurst
 Sue and David Pearce
 Karen West
Ann Javier
 Michael and Carla Javier
Carla Javier
 James and Sondra Bennett
Janet Johnson
 Robert and Alexis Johnson
Landon, Kylie, and Noah Jones
 David C. and Barbara Barringer
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 Faye Harbrant
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 Barney Barnes and
 Georgia Mamangakis
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Maddox Marmon
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Jean Van Tol

Mr. and Mrs. Charles Sheppard

Andy and Ann Bradshaw

Jenna Schultz

Sandy Fisher

Anne Bradstreet Smith

Braxton and Cathie Allport

Thomas and T.J. Cardwell

Charles and Ginny Crone

Susie L. Dorsey

Leigh and Laurie Houghland

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Sue Swadley

Margo Martin

Leah Van Deusen

Larry and Annette Van Deusen

Jean Van Tol

William and Laurie Krebs

The Wallace and Davies Families

Lesley George

Thomas Wells

Mary Anne Wells

Nicholas Williams

G.B. and Elli Williams

**Tribute Gifts
in memory of:**

Anastasia

Nadia School of Music—

Nadia and Jeff Ilardi

Judy Angles

Roger Angles

John and Nancy Hummel

William M. and Ellen B. Kelso

Dick and Betty Jean Likens

Joe and Linda Montgomery

Alice and Bud Olsen

Jigger and Juanita Sirois

Dick Barber

Gilbert and Connie Granger

Bill and Billie M. Wilkes Trust

David Baum

Paul Scott and Ana Maria Pascale

Bill Brink Barbara Brink

Pam Burgess

Beta Tau Master—Chapter of

Beta Sigma Phi

John Paul Corbett

Eleanor Corbett

Mary Lee Oliver Darling

Gilbert and Connie Granger

Bill and Billie M. Wilkes Trust

Sue Donaldson

Anne Allen

Braxton and Cathie Allport

John and Lis Doley

Susie L. Dorsey

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Charles and Corinne Garland

Gilbert and Connie Granger

Franz Gross and Christine Faia

Loretta Hannum

Wright and Sarah Houghland

Bruce and Kathy Hornsby

Will and Mary Molineux

Terry and Carolyn O'Connor

Donald Piper

Sam and Mary Liz Sadler

Paul Scott and Ana Maria Pascale

Anne and David Tetrault

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Joanne Drew

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Evon Thompson

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Lewis and Evelyn Evans

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Frank Ferrante

Alan and Janet Fuchs

Morton and Sarah Eckhause

Joanne B. Funigiello

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Robert Garland

Daniel and Debbie Fuchs

Charles and Corinne Garland

Joseph and Berna Heyman

Stephen and Judith Knudson

Timothy and Ian George

Jack and Amy Bornhoft

Lesley George

Cheryl McVicar

Andy and Mary Grace Simasek

Amanda and Brandon Wheeler

Paul Scott and Ana Maria Pascale

Mina Griffith

Aaron and Anya Griffith

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Art Newsome, Inc.

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Valerie Bachmann Hixon

Arcadis CM South—Victoria Lehr

Melissa Ariss-Menendez

John Bachmann

Jennifer Belfry

Alice and Robin Bowles

Ernest and Frances Burt

Sandy Fisher

Robert Golden

James A. Hixon

Robert C. Hixon, Jr.

Tom and Libby Hixon

Marc LeBouton

Andrzej Makagon

Ray McCoy

Lucy M. Oliver

Margaret C. Rosner

Jenna and Jeff Schultz

Paul Scott and Ana Maria Pascale

Brian and Jill Walker

Heather Westheimer

Justine B. White

Lois Hornsby

Gilbert and Connie Granger

Jigger and Juanita Sirois

Bill and Billie M. Wilkes Trust

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Steve and Pam Tankard

James R. Kearns

Annette Couch

William Lippman

Mary Ellen Jewusiak

George Lyketsos

Theodore George Lyketsos

Adam Marceron

Lois and Kenny Horton

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Gilbert and Connie Granger

Bill and Billie M. Wilkes Trust

Terry Thompson

Paul Scott and Ana Maria Pascale

Ruth and Constance Tucker

Cannon Tucker

Peter Van Tol

Mary Jean and Ron Hurst

** Deceased +Endowment*

Robert and Margaret Wallace

Lesley George

Doug Wheeler

Jennifer Wheeler

Victor Alexander Willhoite

David and Carmen Willhoite

Gary Williams

Karen Marsh-Williams

In-Kind Gifts

Anonymous

A Touch of Earth

Kenneth and Catherine Adams

Joseph and Maria Adinaro

Alewerks Brewing Company

Sean and Lauren Allburn

Ames True Temper

Karen Annoni

Aromas Coffeehouse Cafe

Art Newsome, Inc.

Charles and Mari Ann Banks

Barnes & Noble

Baylands Family Credit Union—
West Point

Berret's Seafood Restaurant
and Taphouse Grill

Billsburg Brewery

Sara Block

Blue Talon Bistro

Gary and Debbie Bonnewell

Bosch Power Tools

Bounce House

Boyer's Diamonds of Williamsburg

Kathryn G. Bridewell

Allison Brody and Peter Jones

Buggy Bathe Auto Wash, Lube
& Detail Shoppe

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Carefree Boat Club of Williamsburg

Andrew and Tatiana Cason

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Cheese Shop—Fat Canary

Chesapeake Bank—Lafayette Street

Chessie Shellfish and AquaFarm

Roger and Leslie Clark

CMA Williamsburg Ford

Coggin Electrical Specialists, Inc.

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Eleanor Corbett

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Custom Welding, Inc.

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Duck Donuts of Williamsburg

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FM93.5/WMBG/AM740

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Giuseppe's Italian Restaurant—
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Jamestown Feed and Seed

Jimmy's Oven and Grill

Jolene Family Winery

Lucy Kachmarik

Bill and Joann Kansier

Jane and Jim Kaplan

Karpetcare Plus

Kelrae Farm—Kenny and
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Cynthia Kenny

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Nadia and Jeff Ilardi

Nails Uptown

New Kent Eye Care—
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Newport Hospitality Group, Inc.

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Noah's Ark Veterinary Hospital

Patricia O'Berry

Jennifer and Chris O'Donnell

Old City Barbeque

Old Navy Settlers Market

Olde Towne Pharmacy

The Peanut Shop of Williamsburg

Pediatric Associates of Williamsburg—
CHKD

Julie Peet

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Phillips Energy, Inc.

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Pirate's Cove Adventure Golf

Leigh Ann Prange

Quail Run Pottery

Queen's Fleece

Meghan and Dan Reitz

Richmond Flying Squirrels

Ridge Tool/Emerson—Mike Conrad

Riverbee's Hive & Honey

Don and Judy Roberto

Edward and Cherry Robinson

Royal New Kent Golf Club

Walter F. and Marilyn M. Schmid

School Crossing

SDJ Design

Seasons of Williamsburg

Second Street American Bistro

ShareIdeas Creative Design

Wilma and Marc Sharp

Silk Salon

Sloan Valve

Detric Smith—Results Performance
Training

Leslie and Anne Smith

St. Olaf Catholic Church

Chris and Angela Splan

Anne Stevens

Sugar and Spice Consignment Shop

Taylored Printing

The Teeny Tiny Farm

Two Drummers Smokehouse—
Jon and Jason Wade

Corrine Vance

Sarah Vickers

Virginia Aquarium and
Marine Science Center

Virginia Beer Company

Virginia Living Museum

Dr. Mary L. Voorhess

W&M Healthy Beginnings

Warwick Mechanical Group

Amy Z. Watson

Matthew and Nancy Webb

Bob Welsh and Karen Rose

Whitley's Peanut Factory

Michael and Bonny Wiggins

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David and Carmen Willhoite

Robin Williams

Williamsburg Drug Company

Williamsburg Families

Williamsburg Floral & Gifts

Williamsburg Jewelers

Williamsburg Knitting Guild

Williamsburg United Methodist Church

WindsorMeade Williamsburg

WY Daily—The Tide

Yankee Candle Village

* *Deceased* + *Endowment*

FINANCIAL RESULTS FOR 2020-2021

YEAR ENDED 6/30/21

Children's Services Revenue

by source

Contributions and Gifts	\$119,633
Grants — Private, Foundation, Corporation	\$200,000
Grants — Federal	\$1,751,146
Grants — State and Local	\$1,357,443
Contracts and Fees	\$628,037
Donations — In Kind	\$152,811
TOTAL	\$4,209,070

Training Revenue

by source

Contributions and Gifts	\$0
Grants — Federal	\$541,648
Grants — State and Local	\$5,262,792
Contracts and Fees	\$75
TOTAL	\$5,804,515

CDR Revenue

by source

Contributions and Gifts*	\$4,203,743
Grants — Private, Foundation, Corporation	\$200,000
Grants — Federal	\$2,292,794
Grants — State and Local	\$6,620,235
Contracts and Fees	\$628,112
Non-Operating Activities	\$1,783,218
Donations — In Kind	\$152,811
TOTAL	\$15,880,913

Children's Services Expenses

by program

Central Point of Entry	\$77,551
Developmental Playgroup	\$104,240
Early Head Start	\$1,884,263
First Steps Child Care	\$8,359
Infant & Parent Program	\$1,470,855
Maternal, Infant, and Early Childhood Home Visiting	\$217,778
Motherhood	\$64,621
Parents as Teachers	\$218,367
Other	\$7,228
TOTAL**	\$4,053,262

Training Expenses

by program

Child Abuse Prevention	\$46,905
Infant Toddler Specialist Network	\$5,267,790
Fatherhood	\$544,715
Quality Rating Improvement	\$16,591
Other	\$243
TOTAL	\$5,876,244

CDR Expenses

by program

Administration***	\$176,880
Fundraising & Institutional Investment	\$399,336
Program Services	\$9,929,506
TOTAL	\$10,505,722

* Includes Fund for Children, Capital Campaign, and Endowment gifts **Before transfer between programs ***Net of indirect costs

Together Under One Roof

CDR'S FUTURE NEW HOME

For 56 years, CDR has provided cutting-edge, comprehensive services to local families. Now we have been presented with the opportunity to improve the way we provide services, which you will hear more about in early 2022. In the meantime, here is a brief overview.

We are preparing to renovate a large building at 312 Waller Mill Road in the heart of Williamsburg to bring our five current locations together under one roof.

"This will allow CDR to serve children, families, and early childhood professionals more efficiently, integrating our programs and services, expanding the numbers served, and reducing the per-child service costs," CDR Executive Director Paul Scott explained. Leigh Houghland, CDR Board chair, added, "This is an important step in CDR's future and fits well into CDR's strategic plan. We are excited about bringing this long-term vision to fruition."

A lead/challenge gift of \$2 million to CDR was made in late 2020 by Alex Kaz, M.D. and the Kaz Family Trust. Thanks to that gift, and the purchase of the building through the Robinson Community Resources Partnership, and other generous contributions, CDR is well on the way to securing the funds needed to renovate its new home. We will be reaching out early in 2022 to invite the community to join in our efforts to reach our renovation goal.

Watch for more information in mid-January. Or contact Mary Jean Hurst, CDR's Director of Development, at (757) 566-2844.

CDR's future home at 312 Waller Mill Road

We invite you to contribute to one of CDR's Endowment Funds

Child Development Resources is fortunate to have the following endowments. We invite you to consider establishing your own named endowment with a gift of \$50,000 or more, or making a gift to one of the endowments already in place. Call Mary Jean Hurst at (757)566-2844 for more information.

- *Corinne W. Garland Endowment Fund for Children (CDR's general endowment fund)*
- *Barbara J. Driscoll Restricted Endowment Fund*
- *Robinson Family Unrestricted Endowment Fund*
- *Roxie White Unrestricted Endowment Fund*



On The Horizon – the 44th Annual Bid 'n Buy Auction

CDR's largest fundraiser of the year, the **Bid 'n Buy Auction**, is scheduled for early spring 2022. The auction—a much-loved event in the community—requires months of planning and preparation, lots of volunteer assistance, and, of course, donations of items of all kinds for both the live and silent auctions.

If you're interested in being part of a fun event and helping change children's lives, please email Development at development@cdr.org, or give us a call at (757) 566-3300.

Special thanks to...

CDR staff member Jenny O'Donnell for writing and editing the content, and the families who were willing to share their personal stories;

Shari Gann of ShareIdeas Creative for the design of this publication;

Brian Freer for the photographs included in this publication; Susannah Livingston and members of the CDR Development team for copy editing the text; Rita Francavilla (CDR Board member), Mary Jean Hurst (Director of Development), and Jenny O'Donnell (communications associate) for oversight of the entire publication, and

Taylor Printing for printing this publication and supporting CDR in so many ways.

CDR'S PURPOSE

CDR, a private, non-profit agency, strives to inspire and empower children, families, and early childhood professionals to reach their full potential, whatever their challenges.

If you would like more information on any of CDR's programs, please contact us in Williamsburg, Virginia, at (757) 566-3300, or visit cdr.org.

CDR's programs for infants and toddlers are supported, in part, by the United Way. At CDR, we value the United Way's support and the generosity of those who give through the United Way.

CDR strives for accuracy in recognizing donors. If your name was omitted or listed in error, please accept our apologies and call our Development Office at (757) 566-3300. On request, CDR's Form 990 and related information are available for public inspection at CDR's Norge office. CDR's 990 is also available online at www.guidestar.org. A financial statement is available upon written request from the State Division of Consumer Affairs. Write to the Commonwealth of Virginia, Department of Agriculture and Consumer Services, Division of Consumer Affairs, P.O. Box 1163, Richmond, Virginia 23218. CDR's Federal Tax ID number is 54-0791991.



Child Development Resources is grateful to the Newport News Shipbuilding for covering the expense associated with the publication of this report and its commitment to helping children in the community.



Our global impact begins at home.

Newport News Shipbuilding is proud to support Child Development Resources and its commitment to helping children in our community.



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Phone: 757-566-3300

Fax: 757-566-8977

*To see our expanded version
of this annual report visit
cdr.org/annual-report*

