



## Annual Report 2019-20



Connected...even when apart



## Did you know? CDR...



- Provided early intervention services and specialized therapies to 1,451 young children and their families in the community.
- Offered on-site, then virtual instruction, training, and support services to childcare professionals across the Commonwealth.
- Served young children and their families for 55 years.
- Released a new informational video that featured little Maddox and Bo Marmon, both served by CDR, and their family. See it at [cdr.org](https://cdr.org).
- Held our **First Annual Oyster Roast** fundraiser at Billsburg Brewery in November 2019, raising more than \$32,000.
- Presented long-time Board member Marc Sharp with the **Barbara J. Driscoll Humanitarian Award** for his support of CDR's mission over the years to support local children and their families.
- Raffled a Disney cruise for four at our 42nd annual **Bid 'n Buy Auction** held in March 2020.



# Connected... even when apart

The pandemic of 2020 has presented enormous challenges to every community and family. Some of the most vulnerable populations in our society are families who struggle under any circumstances, facing challenges such as supporting a child with special needs, economic obstacles, health care, and the lack of community resources or emotional support. These are the families CDR supports every day.

CDR staff has responded to the needs of these families in caring and efficient ways. Our staff proactively provided for families during these months. Through virtual home visits and therapy sessions, our Children's Services programs made sure that no child or family was left without the support they needed to ensure their child has the very best start in life. CDR's Training Program also jumped into action, reaching out to local dads and childcare providers across the Commonwealth to provide the resources and training needed and to help them reopen their facilities safely.

**Your continued partnership with CDR has allowed us to provide strength and support to those needing hope, compassion, and resources and to identify next steps, strategies, and solutions to help each family prepare for the future.**

None of this would have been possible without you—our friends. We are all keenly aware of the support we've received from local businesses, donors, community partners, and volunteers like you—and we are all deeply grateful. We hope you will continue to help us serve families in our community.

Thank you for your generosity and compassion.

With sincere appreciation,



Paul F. Scott, *Executive Director*



Paul F. Scott, CDR's Executive Director

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Davia Pilley and her son, Ezra.

“We reached goals we never thought possible.”

To say Davia Pilley felt overwhelmed after the birth of her son, Ezra, is an understatement. Ezra was born at Children’s Hospital of the King’s Daughters in Norfolk and spent several weeks in the NICU due to a series of physical conditions, including cerebral palsy, a gene mutation, and fluid on the brain.

“I was told I needed to reach out to CDR because of his conditions,” said Davia. “I had no clue what to do, and I knew I needed help. It’s so scary when you hear a frightening prognosis. The fear of the unknown is awful.”

CDR immediately assessed Ezra, and an **Infant & Parent Program** care coordinator helped identify necessary steps to implement a plan to help him, including starting immediately with CDR physical therapists. Davia had found the support she needed during this difficult time. “It helped me cope and move forward in a positive direction,” she said.

CDR’s assistance and caring attitude made all the difference to Davia and Ezra.

“CDR has been with us every step of the way, from helping us get a walker for Ezra to showing me how to work with him to improve his skills,” said Davia. “The CDR staff helped me overcome emotions that were holding me back.”

In addition to the necessary physical therapy sessions, Davia said **Developmental Playgroup** helped her young son learn how to interact with other adults and children his own age.

“Playgroup really helped Ezra prepare for preschool,” Davia said. “The interaction he had with other toddlers made a lasting impact on him.”

“It’s so scary to think your child may not be able to do things that other children can do. But Ezra has reached goals that he wasn’t supposed to reach. We are so grateful for all that CDR has done for us.”

### Infant & Parent Program (IPP)...

- Served 19 sets of twins.
- Provided 3,392 hours of education, occupational, physical, and speech therapies to young children and their families.
- Helped families connect to important community resources through referrals to neurologists and other medical specialists, preschools, and community providers.
- Provided specialized therapies and services to 501 children. Of these children, 229 transitioned out of the program, with 30% moving into preschool special education and 39% discharged because they “caught up” and no longer needed developmental assistance.



# “We overcame challenges as a team.”

Having already raised a 17-year-old, Kiajani Davis thought her second chance at parenting would be easy. But things didn't go as planned.

“There have been a lot of changes in 17 years,” she said, “and I wasn't sure I was getting this parenting thing right.” To add to her concerns, her infant daughter, Alonah, was not hitting her developmental milestones, and an added history of deafness in the family gave Kiajani a lot to worry about.

Soon after contacting CDR, Alonah was assessed for developmental delays and other benchmarks and was immediately enrolled in the **Early Head Start** program. Kiajani and Alonah now receive weekly visits, parenting support, and instruction from Gwen, a CDR family advocate. Before the pandemic, Kiajani participated in CDR's **Parent Group** while her daughter worked on developing her skills in CDR's **Developmental Playgroup**.

Alonah's hearing is also constantly monitored and evaluated, and soon she will begin speech and occupational therapy, said her mother. In the meantime, Alonah and Kiajani work with Gwen to encourage Alonah to develop her fine and gross motor skills, sensory issues, and social development with peers and other adults.

“We're working together to help Alonah get through her challenges. She gets excited when it's time to work with Gwen,” said Kiajani.

In just a short few months, Alonah's progress included recognizing faces and people, learning how to use utensils, turning the pages of a book, and recognizing pictures.

During the early weeks of the pandemic, Kiajani was worried her daughter's progress would regress due to office shutdowns and social distancing guidelines. While in-person visits have come to a temporary halt due to the pandemic, mom and daughter still meet with Gwen virtually once a week. “Gwen has gone above and beyond for our family, and CDR helped me realize I'm not alone. I am truly grateful,” says Kiajani.



Kiajani Davis and her daughter, Alonah.

## Early Head Start (EHS)...

- Temporarily merged CDR's two child-care centers into one for eight weeks during the summer of 2019, while necessary maintenance was performed.
- Celebrated four staff members who completed their Child Development Associate (CDA) degrees and another who completed her bachelor's degree in Early Elementary Education.
- Served 218 children from low-income households and 28 prenatal women.
- Helped parents thrive as their child's first teacher through weekly home visits with an **EHS** family advocate.



Rolana Mreich and her son, Matthew.

“Because of CDR, everything is going to be fine.”

Parenting a teenager with special needs and a toddler at the same time has been difficult for Rolana Mreich. But her struggles were enhanced when she and her family moved to Virginia a few years ago. Leaving her support group of family and friends behind in Florida was difficult for Rolana, and at the time she was just beginning to learn English, making things even more challenging.

“It is so hard when you don’t have family and friends around you to help,” she said. “I felt overwhelmed and didn’t know what to do.”

Everything changed when Rolana’s husband found out about CDR’s **Parents as Teachers** program and encouraged her to reach out.

“I was looking for help for me, but also for my toddler, Matthew. He wasn’t speaking, and I was worried,” she said.

Matthew was assessed by CDR and soon thereafter began receiving speech therapy from CDR’s **Infant & Parent Program**. At the same time, his mom enjoyed home visits from CDR’s Parents as Teachers Parent Educators. At their encouragement, Rolana also joined **CDR’s Parent Group** for even more support while Matthew participated in **Developmental Playgroup**.

The connections Rolana made through CDR has made all the difference to her, and her son’s therapies are helping Matthew make great progress with speech and other developmental milestones.

“CDR has helped me with every aspect of my life,” Rolana said. “When I am sad, I have someone to talk to; when I need advice, I have a network to help me. I can share my feelings about my challenges, and I get the support I need.”

Rolana adds that her English speaking skills have also improved since her involvement with CDR. “My friends at CDR encourage me and help me to grow. Matthew has made friends and learned so many skills. I know that because of CDR, everything is going to be fine.”

### Parents as Teachers (PAT)...

- Launched a new initiative offering services to parents of children 3-6 years old, the **Circle of Parents (COP)** program, which fosters an open exchange of ideas, support, resources, and information in a format jointly facilitated by trained parents and staff.
- Attended the **PAT** annual international conference in St. Louis.
- Underwent successful site visits from funders representing the Maternal, Infant, and Early Childhood Home Visiting Program and the Community Action Partnership.
- Transitioned all families to virtual-based home visits during the pandemic.

# “It was the lifeline I needed.”

Running an early childcare center is challenging under normal circumstances, but when the pandemic hit in March, Callie Smith found herself in uncharted waters.

Callie is the Director of Highland Children’s House, a childcare program near Staunton, Virginia. “We really didn’t have any experience dealing with something like this,” said Smith of the pandemic. “It was a scary scenario for all of us. Businesses were shutting their doors, schools were closing, and it was all happening so fast. We didn’t really know how to proceed.”

But help soon came to Callie and other childcare providers across the state when they heard from the **Virginia Infant & Toddler Specialist Network (VA ITSN)**.

“They reached out to us in so many ways, and it was wonderful to have the professional support that we really needed,” she said. “We didn’t know if we were taking the right precautions, so having their guidance made all the difference to us.”

Within a matter of weeks, VA ITSN helped Callie and other directors with many of the details and procedures they needed to put in place before they could reopen their doors, including providing the funds and contractors needed to thoroughly clean and sanitize their centers.

“It was a huge relief to have that help when I needed it the most,” said Callie.

Support also came in other ways. “The Network planned virtual informational sessions for me and other directors. The support and encouragement we gave each other was so important. We needed to know that we weren’t alone, and that we were all going through many of the same experiences and emotions. Together we worked on how to plan, prioritize, and work through this tough time. It was very validating to have that support while it was all happening.”

Callie is convinced that without the support of VA ITSN she doesn’t know if she could have made it through those first few months of confusion. “It was the lifeline I needed,” she said.



A VA ITSN virtual meeting.

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

- Provided a \$300 cleaning stipend and/or financial support for deep cleaning to more than 300 infant and toddler child care programs in response to COVID-19.
- Provided social/emotional services to infants and toddlers, as well as their families, from VA ITSN mental health consultants.
- Provided technical and financial support to programs wanting to (a) expand infant and toddler classrooms, (b) create breastfeeding space, and (c) become a more inclusive program. This allowed 96 additional infants and 253 toddlers to enroll in those programs.





Aleksandra Boitiere and her daughter, Eva.

## “Support from CDR made all the difference.”

When Aleksandra Boitiere’s daughter was born, the new mother knew she wanted to breastfeed her infant, but breastfeeding didn’t come easily to her.

“It took nearly four weeks for my milk to come in, and my daughter was losing weight because of it,” she said. The situation left Aleksandra upset and unsure about what to do.

To make things more complicated, Aleksandra searched the internet to find ways to encourage her milk production and solve other breastfeeding challenges, but the information was inconsistent, leaving her confused and frustrated. “I was jumping from one solution to another, and nothing was working.”

Frustrated and feeling defeated, Aleksandra turned to her doctor for advice, and that’s when she learned about CDR’s breastfeeding support services.

“Initially, I thought I could handle my situation, but having support from CDR made all the difference to me and my newborn,” Aleksandra said.

Aleksandra began working with CDR’s International Board Certified Lactation Consultants, who helped her increase her milk production and improve latching techniques. In addition, Aleksandra found the emotional support she needed from other moms facing breastfeeding challenges in the group.

“Talking to other moms was so helpful,” she said. “I didn’t grow up around a lot of babies, and I needed the support that the program offered me.”

In addition to breastfeeding support services, Aleksandra participated in CDR’s **Infant Massage** classes, learning how to soothe her baby and help her through colicky moments and to relax before bedtime. “The techniques I learned have become a part of our daily routine,” she said. “I am so very grateful and happy for the help I received from CDR. It gave me peace of mind and helped me understand how to help my baby.”

### Motherhood...

- Served 161 babies, 162 moms, and 1 dad.
- Staff received the “Virginia Breastfeeding Friendly Workplace Gold Award” from the Virginia Breastfeeding Coalition.
- Trained 14 CDR staff members in infant massage.
- Established a weekly drive-up baby “weigh-in” station during the pandemic so that parents could continue to track their baby’s weight gain.
- Continued breastfeeding support groups, infant massage classes, and **Mothers and Babies** programs virtually to meet the needs of parents during the pandemic.



# “I never lost my lifeline and support system.”

A challenging child custody battle left Robert Jefferson depressed and, at times, almost despondent. At the time, the father of three boys was a stay-at-home dad, happily parenting his children. But court challenges and the exhaustion of constantly fighting for custody of his youngest, who was only 4, left Robert feeling alone and hopeless.

When his mother heard about CDR’s **Fatherhood Program**, she immediately passed the information on to her son. “I called right away,” said Robert. “People don’t understand how difficult it is for dads to find the support they need.”

Participating in a Fatherhood Program class was energizing to Robert, and the support he received in the class made him realize he was not alone. “I realized that other dads have the same problems and obstacles that I have,” he said. “We open up to each other, and that has helped me learn perspective.”

While discussing fatherhood topics such as discipline, bonding, home activities, listening, and finances in the class, Robert also works closely with CDR Fatherhood Consultant, Oliver Walman.

“Oliver has been there for me from the beginning. He showed me that men can overcome a lot of things if they channel their feelings appropriately. It feels great for a man to talk with a man about what they are going through. I get a positive energy boost from it,” he said.

In addition to setting goals and tracking his accomplishments, Robert said the periodic checks he receives from Oliver help him stay on track of his long-term parenting plan.

“I really thought that when the pandemic hit I would lose my lifeline with the Fatherhood Program, but before I knew it we were meeting online and picking up our conversations virtually,” Robert said. “That was such a concern for me, because I needed the support more than ever. I truly thank CDR for helping me realize how much I needed this program and how many good fathers there are out there that I can turn to for support.”



Robert Jefferson (right) and Oliver Walman.

## Fatherhood...

- Enrolled over 300 fathers in CDR’s **Fatherhood Program**, providing education, support, and assistance in reaching their goals as fathers.
- Hosted a December family event with over 81 fathers, mothers, and children.
- Offered 24/7® Dad classes to encourage effective communication and nurturing fatherhood practices.
- Conducted 24/7® Dad workshop training for 45\* incarcerated fathers in the Newport News and Virginia Peninsula Regional Jails; many continued in the program upon release.

*\*Reflects only 6 months due to COVID.*



# All the ways you help children.

## CDR's Winsten Society

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

Anonymous  
 Betsy Anderson  
 Jayne Barnard  
 Allison Brody  
 Charles and Ginny Crone  
 John and Julia Curtis  
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 Marc and Shawni Roth  
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 \* *Honorary Co-Chairs*

CDR's impact is possible because of the generosity of the entire community, who helps CDR provide the support and early intervention services needed right here in Williamsburg, James City County, York County, and Poquoson. Each and every gift — cash, a stock transfer, recurring gift, in-kind donation, pledged gift for future payment, estate gift/bequest, or grant from a family foundation or other source — is a commitment to improving the lives of children and families. You make a difference in the life of so many children when you partner with CDR by making a gift. Here are the ways you can help:

- Make an unrestricted gift.
- Set up recurring monthly gifts (\$50 per month becomes \$600 over twelve months).
- Donate one or more of your Required Minimum Distributions (RMDs) from your IRA.
- Donate new items for inclusion in our Bid 'n Buy Auction.
- Establish an unrestricted family endowment with a gift of \$50,000 or more, or make a gift to our current endowment fund.
- 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.

*For more information, call CDR's Development Office at 757-566-2844 or visit [cdr.org/make-a-gift](http://cdr.org/make-a-gift).*

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AECW Fund  
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## Federal, State, and Local Grants

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Henry L. and Katherine Wood

\* Deceased +Endowment





## Developmental Playgroup and Parent Group...

- Served 132 children in **Developmental Playgroup**, helping them learn to master important developmental skills, social skills, and independence skills in a nurturing, safe, and fun environment.
- Encouraged children to develop language growth, exploration through play, and listening skills with daily routines, positive and clear instructions, and consistent and caring guidance.
- Supported parents whose children participated in Developmental Playgroup with a facilitator-led **Parent Group**. Participants enjoyed support from peers, fun group activities, and positive problem-solving conversations.
- Transitioned to virtual parent support groups with the forced closure due to the pandemic, continuing to offer parents the relationship-based services that they need to battle isolation and anxiety.

### Circle of Champions \$750-\$999

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\* Deceased +Endowment

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**Caitlyn Newman** served as a CDR Developmental Playgroup Aide for over four years. She passed away unexpectedly at the age of 29. Caitlyn's wit, compassion and openness made her a bright star for parents, staff, and especially children at Child Development Resources. Children trusted her and blossomed in her care, and she left a legacy of caring, commitment and resilience.

**Domonic Powers**, CDR's Data and Communications Manager for the Virginia Infant & Toddler Specialist Network for two years, passed away unexpectedly at the age of 31. A dedicated father, he had an amazing personality and an infectious smile that would light up a room, and he touched everyone with kindness, a huge heart and a gentle laugh. He will be deeply missed by all who had the pleasure of knowing and working with him.

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Ray and Inez Eveland  
**Terry Thompson**  
Paul F. Scott and Ana Maria Pascale  
**Bobbie Thorp**  
Gilbert and Connie Granger  
Bill and Billie M. Wilkes Trust  
**Paul Tobin**  
Kuppich Family Living Trust  
Williamsburg Evening Duplicate  
Bridge Club  
**Peter Van Tol**  
Jean Van Tol  
**Margaret Wallace**  
Lesley George  
**Frances "Murph" White**  
Betsy A. Thomas  
**Victor Alexander Willhoite**  
David and Carmen Willhoite  
**Jane Young**  
**Gilbert and Connie Granger**  
Bill and Billie M. Wilkes Trust  
  
**In-Kind Gifts**  
1st Advantage Federal Credit Union  
7 Cities Ballroom  
AA Conscientious Carpet Care  
A Touch of Earth  
Aberdeen Barn  
Ace Peninsula Hardware  
Alewerks Brewing Company  
Sean and Lauren Allburn  
Braxton and Cathie Allport

AM 740 WMBG  
 Ames True Temper  
 AMF Williamsburg Lanes  
 Karen Annoni  
 Antonio's Ristorante Italiano  
 Apple Door of Williamsburg, Inc.  
 Apryl Altman Art  
 The Arc of Greater Williamsburg  
 Aromas Coffeehouse Cafe  
 Art Newsome, Inc.  
 Atir Natural Nail Care Clinic  
 Atlantic Spray Systems  
 Christine Aube  
 Georgianna and John Avioli  
 B-Defined Innovative Personal Training  
 and Wellness  
 Backyard Birder  
 Baeplex Family Martial Arts Center  
 Bartlett Tree Experts  
 Baylands Family Credit Union—  
 West Point  
 Marjory Bazile  
 Ben & Jerry's Ice Cream  
 Berret's Seafood Restaurant  
 and Taphouse Grill  
 Big Island Oyster Co.  
 Billsburg Brewery  
 Gary and Debbie Bonnewell  
 Bosch Power Tools  
 Bounce House  
 Boyer's Diamonds of Williamsburg  
 Branscome, Inc.  
 Dot Bryant  
 Buggy Bathe Auto Wash, Lube  
 & Detail Shoppe  
 Burn Boot Camp  
 Busch Gardens Williamsburg  
 CAbi  
 Bob and Louise Canfield  
 Capitol Pancake House  
 Carefree Boat Club of Williamsburg  
 Marty Wilson  
 Caterpillar-Carter Machinery  
 CDR Infant & Parent Program Staff  
 Celli's Chocolate Chips, LLC  
 Center for Child and Family Services  
 Cheese Shop-Fat Canary  
 Chesapeake Bank—Lafayette Street  
 Chesapeake Bay Oyster Farm  
 Chick-fil-A Mooretown Road  
 The Children's Museum of Richmond  
 Chore Champs  
 Circle Visual, Inc.

Cochon on 2nd  
 Jay and Cindy Colley  
 Colonial Sports, Screen Printing  
 & Embroidery  
 Golden Horseshoe Golf Club  
 Dianne Colton  
 Copper Fox Distillery  
 Eleanor Corbett  
 The Corner Pocket  
 Covington Travel  
 Craft 31  
 Raffaello Cruz and Kobthong Deudom  
 Wendy and Rodney Culverhouse  
 Custom Leathercraft Mfg. Company  
 Custom Welding, Inc.  
 Danny's Glass, Inc.  
 Gilkison Family Foundation  
 Dior Sullivan Designs—Stephanie Howard  
 DoG Street Pub  
 DOG Street Rhythm Kings  
 Sue and John Donaldson  
 Dreams Gymnastics Center  
 The Drying Company  
 Duck Donuts of Williamsburg  
 Terry Lee and Erin M. Duquette  
 E.T. Moore Manufacturing, Inc.  
 Jim and Marty Easton  
 Electrolux  
 Keith and Cindi Exton  
 Extraordinary Cupcakes  
 Fat Tuna  
 Ferguson Center for the Arts  
 Fine Signs & Graphics, Inc.  
 Allan and Debbie Finger  
 Five Forks Cafe  
 Flemings Engraving  
 Food For Thought  
 Ford's Colony Country Club  
 Francesco's Ristorante  
 Brian Freer-Tusk Media  
 Fresh Market  
 Full Circle Yoga and Pilates  
 General Wire Spring Company  
 Andrew and Jennifer Gilfillan  
 Doris and George Gilfillan  
 Giuseppe's Italian Restaurant—  
 Joseph & Katie Scordo  
 Go-Karts Plus  
 Godspeed Animal Care  
 Richard and Shaen Goetsch—  
 Perfectly Natural Soaps  
 Goodyear Auto Service Center  
 Goss, Inc.



## Children's Services...

Number of children and families  
who received services from:

**Central Point of Entry = 744**

### Parents as Teachers

Children Served = 175

Adults Served = 19

Children over 3 = 39

### Early Head Start

Children = 218

Pregnant Women = 28

Griffin-Yeates Center = 23

Lafayette High School = 47

### Infant Parent Program

Full Developmental Services = 501

Developmental Screening (not enrolled) = 88

### Responsive Motherhood

Parents = 163

Infants = 161

**Other Services = 149**

**Total Unduplicated Count = 1,451**

Gayle and Rodney Graves  
 Cindy Hamrick  
 David Hamrick  
 Handy Ice & Hometown Bottled Water  
 Trey Harris  
 Karen and Henry Hartman  
 Peter and Katy Henderson—  
 Henderson, Inc.  
 Hercules Fence Co.  
 Herr's  
 Hilton Garden Inn  
 Holiday Chevrolet-Cadillac, Inc.  
 Helen Hollowell  
 Homestead Garden Center  
 Honey Butter's  
 Horn's Northern Neck Ace Hardware  
 Wright and Sarah Houghland  
 Ron and Mary Jean Hurst  
 Sarah Hurst  
 Alex and Rosemary Hutcherson  
 Illy Cafe  
 IMARK Plumbing—John Aykroyd  
 Insinkerator—Joe Maiale  
 Ed Irish  
 Iron-Bound Gym  
 J&W Seafood  
 James River Equipment  
 James River Pottery  
 Jamestown Feed and Seed  
 Jamie Lapetina Photography  
 Jimmy Da Greek's Deli  
 Johnson, Gasink & Baxter, LLP  
 Junior Woman's Club of  
 Williamsburg, Inc.  
 K & K Electrical  
 Kamco Services  
 Jane and Jim Kaplan  
 Karpetscare Plus  
 Kelrae Farm—Kenny and  
 Michelle Gulden  
 Kempsville Building Materials  
 Cynthia Kenny  
 King's Creek Plantation  
 Kingsmill Resort & Spa  
 Marija Kirbeneva  
 Kiskiack Golf Club  
 Pat Kitchen  
 Greg and Lise Kline  
 Michele Koehn  
 Debbie and Henry Kusmierz  
 Cindy Kwon  
 Margaret Lamb  
 Lenny's Power Washing and Sealing

Lewis Ginter Botanical Gardens  
 Lifetime Family Dental  
 Stephen and Anna Lind  
 Lowe's Home Improvement  
 Luck Stone  
 Lusher Productions  
 Mancon, Inc.  
 Mark's Pest Control  
 Arch and Lisa Marston  
 Matchsticks BBQ  
 Araceli Martinez  
 McClung-Logan—David Welch  
 Andy and Linda McKown  
 Medlin Motor Co.  
 Mega Auto Spa  
 Merry Maids  
 Candice Michalik  
 Bobbi Michalowski  
 Milwaukee Tool  
 Mission BBQ  
 Sheila Moore  
 Morrison Dental Group  
 Mud Flats Photography  
 Nadia School of Music—  
 Nadia and Jeff Ilardi  
 Nails Uptown  
 Nauticus  
 New Kent Eye Care—  
 Dr. Andrew Ambrose  
 New York Deli & Pizza Restaurant  
 Newport Hospitality Group, Inc.  
 Next Door Neighbors—Meredith Collins  
 David Nice Builders, Inc.  
 Brandon and Amy Nice  
 George Nice  
 Noah's Ark Veterinary Hospital  
 Nobska Craftsman—Caitlin Rudders  
 Norfolk Botanical Garden  
 Norfolk Tides Baseball  
 Norge Dental Center  
 Bill and Bonnie O'Donovan  
 Ocean Breeze Waterpark  
 Jennifer and Chris O'Donnell  
 Old City BBQ  
 Old Point National Bank—Norge  
 Olde Towne Pharmacy  
 Opus 9 Steakhouse  
 Andrew and Lauren Osborn  
 Beth and Linwood Otey  
 Oyster Seed Holdings  
 Panera Bread  
 Paul's Deli  
 The Peanut Shop of Williamsburg

Stephanie Peck  
 Julie Peet  
 Peking Restaurant  
 Peninsula Hardwood Mulch, Inc.  
 Phillips Energy, Inc.  
 Pierce's Pitt BBQ  
 Steven and Stacey Pietruszynski  
 Pirate's Cove Adventure Golf  
 Posh Salon  
 Precarious Beer Project  
 Prism Painting  
 Quail Run Pottery  
 R. Byrant Ltd.—Rusty Bryant  
 Ram Tool Construction Supply Co.  
 Rappahannock Oyster Co.  
 Rex Lumber  
 Saida Rhendour  
 Richardson's Carpet Service  
 Richmond Flying Squirrels  
 Richmond Rockscapes—Ben Shank  
 Ridge Tool/Emerson—Mike Conrad  
 Don and Judy Roberto  
 S.B. Cox  
 Salon Gia  
 Sam and Judy Randazzo  
 Sands Anderson, PC  
 Saving Face Day Spa—Cynthia Kozak  
 Schlesinger's at Port Warwick  
 School Crossing  
 Paul Scott and Ana Maria Pascale  
 Sea Farms, Inc.  
 Seasons of Williamsburg  
 Second Street American Bistro  
 Secret Garden Interiors  
 Seven Cities Granite  
 Sigmon Taylor Photography  
 Silk Salon  
 Mary Grace and Andy Simasek  
 Lisa Simonton  
 Sloan Valve  
 Angie Smith  
 Leslie and Anne Smith  
 South Bay Communications and  
 Security  
 Space Walk of Yorktown  
 Jean Speranza  
 Cory C. Springer  
 St. Olaf Catholic Church  
 Stanley Black and Decker-Dewalt Tools  
 Simone Stokes  
 Studio South  
 Sugar and Spice Consignment Shop  
 Gail Sullivan

Rob and Jill Swain  
 Symmons—Sean Roberts  
 TAM Consultants, Inc.  
 The Teeny Tiny Farm  
 Anthony and Kelly Terracina  
 Hazel Tillar  
 Tobacco Company Restaurant  
 Tom Duke  
 Tractor Supply Store  
 Trader Joe's  
 Two Drummers Smokehouse—  
 Jon and Jason Wade  
 Jean Van Tol  
 Corrine Vance  
 Virginia Aquarium and Marine  
 Science Center  
 Virginia Beer Company  
 Virginia Living Museum  
 Virginia Musical Museum  
 and Hall of Fame  
 Dr. Mary L. Voorhess  
 Ward Oyster Co.  
 Washington Walks  
 Amy Z. Watson  
 Waypoint Seafood and Grill  
 Matthew and Nancy Webb  
 Whaling Company Restaurant  
 Whitley's Peanut Factory  
 Nancy P. and Steven Wigley  
 David and Carmen Willhoite  
 William & Mary Athletics  
 William Wills Contractor, Inc.  
 Williams Wharf Oyster Co.  
 Williamsburg Dental Group—  
 Drs. Butler, Fuller, and Hornsby  
 Williamsburg Drug Company  
 Williamsburg Families  
 Williamsburg Floral & Gifts  
 Williamsburg Jewelers  
 Williamsburg Regional Library  
 Williamsburg Salt Spa  
 Kim and Skip Woodroffe  
 Wright Sign Service  
 WY Daily—The Tide  
 Yankee Candle Village  
 Ziegler Plumbing & Sewer, Inc.  
 Kendra Wood  
 Wright Sign Service  
 Wythe Candy and Gourmet Shop  
 Yankee Candle Village  
 Ziegler Plumbing & Sewer, Inc.



# Financial Results for 2019-2020

YEAR ENDED 6/30/20



## Children's Services Revenue

by source

Contributions and Gifts	\$98,005
Grants — Private, Foundation, Corporation	\$212,500
Grants — Federal	\$1,645,212
Grants — State and Local	\$1,173,544
Contracts and Fees	\$764,007
Donations — In Kind	\$143,884
<b>TOTAL</b>	<b>\$4,037,152</b>

## Training Revenue

by source

Contributions and Gifts	\$2,500
Grants — Federal	\$705,549
Grants — State and Local	\$4,871,375
Contracts and Fees	\$26,644
<b>TOTAL</b>	<b>\$5,606,068</b>

## CDR Revenue

by source

Contributions and Gifts*	\$930,887
Grants — Private, Foundation, Corporation	\$212,500
Grants — Federal	\$2,350,761
Grants — State and Local	\$6,044,919
Contracts and Fees	\$790,651
Non-Operating Activities	\$107,131
Donations — In Kind	\$143,884
<b>TOTAL</b>	<b>\$10,580,733</b>

## Children's Services Expenses

by program

Central Point of Entry	\$74,395
Developmental Playgroup	\$159,138
Early Head Start	\$1,746,878
First Steps Child Care	\$56,190
Infant & Parent Program	\$1,576,772
Maternal, Infant, and Early Childhood Home Visiting	\$279,730
Parents as Teachers	\$232,593
Other	\$59,461
<b>TOTAL **</b>	<b>\$4,185,157</b>

## Training Expenses

by program

Child Abuse Prevention	\$50,147
Infant Toddler Specialist Network	\$4,833,070
New Pathways	\$706,798
Quality Rating Improvement	\$16,514
Smart Beginnings	\$6,860
Other	\$2,578
<b>TOTAL</b>	<b>\$5,615,967</b>

## CDR Expenses

by program

Administration***	\$68,705
Fundraising & Institutional Investment	\$456,750
Program Services	\$9,801,124
<b>TOTAL</b>	<b>\$10,326,579</b>

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



# 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](http://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 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](http://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.

## Special thanks to...

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

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





*The Gilkison Family Foundation has generously underwritten the cost of this publication in memory of their mother and CDR's close friend, Joan Gilkison.*

*A*t Child Development Resources, the name of our late friend, Joan Gilkison, represents the best of who we are.

Joan taught the importance of giving to a cause in which she truly believed and set a wonderful example of kindness and grace.

She cared deeply about all of the ways CDR helps children, and she taught the value of being a good steward of one's resources.

And Joan sincerely believed in sharing her love. She helped to make CDR a better place.

We are forever grateful for the opportunity to have counted Joan Gilkison as a special friend.

— The CDR Staff & Board





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Thank you for helping CDR  
serve children and their  
families for the past 55 years!

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