

ready. set.
GROW!



Annual Report 2022-23





Paul Scott, CDR's Executive Director



2022-2023

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Executive Director Letter

A TIME FOR GROWTH

Child Development Resources (CDR) is a remarkable story of the power of community. Nearly 60 years ago, CDR was founded by volunteers from the education committee of St. Martin's Episcopal Mission. These volunteers were concerned about young children in our community who had disabilities or delays and no early childhood education program to serve them. They founded CDR as a way to meet this urgent need.

A lot has changed since then. CDR has grown by leaps and bounds over the years, adding programs, staff, and services that families in our community need in order to thrive.

CDR moved into its present main location in Norge 30 years ago. While this location has served us well, we now have an opportunity to expand yet again, strengthening our presence in the community and allowing us to bring together the various elements of our mission under one roof.

Today, we offer programs that provide early intervention, parenting support, and professional development. As we ponder the milestones and accomplishments of 2022-2023, I am proud to report that the children and families served by CDR continue to receive specialized therapies, training, and other resources they need.

There is important work yet to do. As we embark on this commitment to move to our new home at 312 Waller Mill

Road, we know you will be there for us. With your continued support, we will serve even more children and families, expand our programs and services, and create a Family Resource Center that will improve the lives of children in our community, our Commonwealth, and across the country for decades to come.

CDR has grown into an agency that families rely on during traumatic and stressful times. And it is with YOUR support that we are able to serve them. We are honored to work with you, and we thank you.



Paul F. Scott, *Executive Director*



Celebrated 25 years as a CDR program.

Opened an Early Learning Center at Life Church in January 2023.

Launched a web-based data system. Goodbye, paper files!

Attended the Virginia Head Start Association annual conference in October 2022.

Early Head Start (EHS) **SUPPORT AND MENTORING FOR A GROWING FAMILY**

Even before she had her first child nine years ago, Larissa Francis knew she would need parenting help and support.

Pictured above: Early Head Start helped Larissa and her three children. Also pictured, Dolly Suid, EHS Family Advocate.



Four months into her pregnancy, Larissa began actively searching for a local resource that would provide mentoring and practical information to help her grow in her new role as a mom.

She learned about CDR's **Early Head Start (EHS)** program and knew right away that she had to make contact.

"I didn't know anything about having children," said Larissa. "I didn't know what to look for, or what I needed to know about money management and health. It was all new to me."

Larissa was matched with an EHS Family Advocate and began learning about baby care, developmental milestones, vaccinations, and even how to eat well during her pregnancy.

Soon after her son, Skylar, was born, Larissa learned that he had a speech delay. With individualized speech therapy from CDR's **Infant & Parent Program (IPP)**, Skylar's speech improved so much that by the time he entered Kindergarten, he had caught up with his peers. "We witnessed amazing progress," said Larissa. "We were so proud."

"CDR made me a better parent," Larissa said. When her other children—Lileigh, now 6, and Shayne, now 4—were born, she continued receiving advice and support from CDR's Early Head Start program.

"I'm so very grateful CDR was there to help me," she said.

Received referrals from the Greater Hampton Roads region, James City County, Williamsburg, York County, Hampton, Newport News, Norfolk, Virginia Beach, Chesapeake, Portsmouth, Suffolk, and Smithfield.

Added several new employees to the program.

Attended 23 community events to recruit participants and network with other community programs.

Reached its enrollment goal with 156 fathers, up from 117 the previous year.



Fatherhood **SETTING GOALS AS A SINGLE PARENT**

As a single parent to his young daughter, Derrick Jackson set a personal goal: to improve his parenting skills and be the best father possible. The only problem was he didn't know where to find help.

When Derrick visited his daughter's school, he heard about CDR's Fatherhood program and thought maybe he had found the answer. Soon after, Derrick attended **Fatherhood's 24/7 Dads Workshop**, which discussed all aspects of being a dad in today's world. "The experience," said Derrick, "was nothing short of life changing."

"I learned a lot about how to be more patient and open minded," said Derrick. "I learned to be a supportive father and how to get past negative feelings to focus on the larger picture."

Fatherhood Director Oliver Walmon (right) and Charles Springer, Senior Fatherhood Specialist (left) with Derrick Jackson.

Derrick also learned that support from the other dads participating in the program was a critical component of self-care and learning. "We talked about how we feel and listened to other people's perspectives. It was eye opening for me."

"My daughter and I now have a better relationship. Fatherhood taught me that being a dad is more than being a protector and a provider."

Three years after taking his first class with Fatherhood, Derrick finds himself mentoring other dads in the program and facilitating some of the discussions.

"It's great to know I can help someone else when they need it."



Derrick Jackson with
his daughter, Gigi.



All infant and toddler behavior consultants (ITBCs) and early childhood mental health consultants became Infant & Toddler CLASS certified.

ITBCs were trained to better identify autism in toddlers and to help parent/child interactions.

VA ITSN conducted five Celebrating Playful Babies and Tots training events across the state during the spring of 2023 for 361 infant and toddler providers.

Between July 1, 2022, and June 30, 2023, VA ITSN provided 5,567 events for a total of 7,583 hours to 18,328 infant and toddler teachers, caregivers, directors, and parents throughout the Commonwealth.

VA ITSN HELPING EARLY INTERVENTION PROFESSIONALS CULTIVATE THEIR SKILLS

When the Humankind Early Head Start program opened in 2021, the program quickly filled with infants and toddlers needing early intervention services and high-quality childcare.

"We live in a childcare desert," said Janet Trent, the facility director. "There are not enough infant and toddler spaces for the number of children who need them."

With their program already maxing out, Janet and her staff quickly faced a number of challenges, including a large percentage of students with serious behavioral issues and social and emotional needs.

"The staff just wasn't prepared to deal with the number of situations we faced, and many of those situations were very serious."

Knowing they needed professional support, Janet tried to find training opportunities and resources everywhere. "We were looking for anything that could help us," she said.

Janet and her staff heard about the **Virginia Infant and Toddler Specialist Network**. "We signed up for a conference in Lynchburg," said Janet. "It was so much fun

and the professional training we received was fantastic. We walked away from that conference with knowledge and skills to help our children and families. It was truly amazing."

Soon the Humankind staff was working with a VA ITSN consultant on ways to help the children in their care strengthen social and emotional attachments. They also set goals to help the children continue to improve and grow.

"We developed a written plan specific to our classrooms and our challenges," said Janet. "Our consultant helped us focus on ideas and listened when we provided feedback on what was working."

The training and professional development Janet and her crew received through VA ITSN has made all the difference to the families they serve. "I can't say enough about the process. To go from desperately needing help to having resources and skills to make a difference is truly remarkable."



Amy Byxbe with her husband John, son Eli, and daughter Ella.

Infant & Parent Program (IPP)

Served 500 enrolled children—an increase of 7 percent over the previous year and the second year in a row of record enrollment.

Hired two full-time educators and a speech therapist to address the increase in enrollment.

Helped 101 children (42 percent of those who left our program in 2022-23) catch up to their peers.

Staff drove 90,964 miles to provide therapy and educational services to enrolled children.

PAT and IPP

HELPING PARENTS THROUGH STRUGGLES AND CHALLENGES

As a first-time mother, Amy Byxbe didn't realize her son had a speech delay. She found out when she took Eli to his 18-month check-up.

At her pediatrician's suggestion, Amy soon reached out to CDR for an assessment for her son. "We discovered he had an extensive speech delay and needed considerable help. There was a lot of frustration in our home. I had no idea what my child was saying, and I didn't know how to help him."

Fortunately for the Byxbe family, help did arrive in the form of CDR Developmental Specialist Tabitha Raines.

Almost immediately, Tabitha began therapies with Eli to encourage his language development. She also coached Amy and her husband so they could continue the work in everyday activities. Amy noticed her son's

speech improving week by week. Today, Eli has caught up to his peers, and Amy says she often receives compliments on how well he speaks. "Tabitha gave us a map on how to get where we wanted to be."

While Eli no longer receives services from CDR, Amy found she needed CDR again when her daughter, Ella, was also identified with speech delays. Amy also turned to CDR's **Parents as Teachers** program and worked with her parent educator, April Minor-White, to help her grow as a parent. "At a time when I was struggling as a parent, CDR was there to help me."

Parents as Teachers (PAT)

Served 73 families residing in Williamsburg, James City County, York County, Poquoson, and Surry County.

Trained families and providers on Darkness to Light, a model for preventing sexual abuse.

Trained three Parents as Teachers staff in lactation certification.

Assessed the health of 96 percent of our families and tracked their immunizations.



Since its inception, the **Motherhood** program has grown by 376 percent—37 percent in the last year alone.

Held 44 baby weigh stations and presided over 38 infant massage classes in both English and Spanish.

Held the first annual **Holly Jolly Stroller Strides** for parents and their babies.

Collaborated with community partners to hold a successful **Mother's Day** event.

Provided more than 1,800 hours of service to the Williamsburg community and surrounding area.

Motherhood **GROWING IN HER ROLE AS A NEW MOM**

When Jen Mwanga Bausi gave birth to her daughter, Tillie, she soon faced challenges she never expected.

Jen and her husband run a nonprofit and live in the Eastern Congo but returned to Newport News, Jen's hometown, to deliver Tillie. "I was having a lot of trouble breastfeeding and we found out Tillie had a significant tongue tie. She lost weight quickly, and I was so stressed," said Jen. "I really thought I couldn't provide for my baby, and I let negative thoughts creep in."

Jen heard about CDR's **Motherhood** program and reached out for help. There she and Tillie received the help they so desperately needed. Jen found friendship and support from the Motherhood staff, and the other mothers in the program encouraged

her and let her know she was not alone.

"I learned that all babies are different, and all moms are different. The women I leaned on provided for me in ways I couldn't provide for myself. I had people in my corner."

With help at their side, Jen and Tillie both grew in their new roles as mom and daughter. Tillie reached her birth weight at five weeks and is growing and thriving. Jen went from not knowing what to do to offering advice and support to other new moms. "I've gained confidence I never thought I would have."

Pictured above are Jen with her husband and daughter, Tillie.

Special Events and **COMMUNITY CONNECTIONS**

It takes strong and steady financial support to provide young children and their families with the services they need to succeed.

Year after year, CDR receives that support through generous grant funding, trusting relationships with donors, and dynamic community partnerships.

These strong relationships explain the success of CDR's fundraisers and special events, including the much-loved **Garden Party**, the **SuperHero Dash**, and the annual **Oyster Roast**. At these events, CDR staff and board members gather with our supporters, sponsors, and

the families we serve to enjoy a day of fun while raising funds to help young children and their families.

We thank everyone who pitched in for our fundraising efforts in so many different ways this past year. If you would like to support an upcoming CDR fundraiser as a sponsor or volunteer, please contact the Development office at development@cdr.org.



Direct Services to Families **PROGRAM IMPACTS**

Central Point of Entry = 941

Parents as Teachers = 159

Circle of Parents = 84

Car Seat Distribution = 30

Early Head Start = 243

Fatherhood = 156

Motherhood = 243

Infant & Parent Program = 500

Total children enrolled in all
programs = 2,356*

Children impacted by CDR's Virginia
Infant & Toddler Specialist Network
= 8,467

Children served in our community
and across the state = 10,823

** Children and families may be served by
more than one program.*



Federal, State, and Local Grants

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City of Williamsburg
Colonial Behavioral Health
Dominion Energy
James City County
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United States Department of Health and
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Van Kniest Painting and Finishes, Inc.
Joel and Tommie Whitley
J.R. and Anne Zepkin
John and Sue Donaldson
Jennifer Donaldson Hubbard
Terry and Carolyn O'Connor
Barbara J. Driscoll
Mary K. Driscoll
Al Louer
Karen Evans
Evon Thompson
Hannah Grace Fitzgerald
Rock and Dawn Mullenax
Lauren Ashley Fontan
Patricia Keyser
Robert Garland
Daniel and Debbie Fuchs
Stephen and Judith Knudson
Virginia Georgis
Chris and Elizabeth Allen
Barbara and Jack Kniest
Sarah Wolfe and Allan Turner
Robert Waggoner
Joan L. Gilkison
Everette and Catherine Byrd
Gary, Jeanette, and Gigi Hammer
Greg Hammer
Jeremy Hammer
Austin and Donna Hanning
Joseph H. Latchum, Jr.

**In 2022-23,
CDR...**

Provided individualized care and early intervention services to 1,000 children and parents throughout our many early childhood programs. Served an additional 8,467 children across the state.

Was invited to join the Ascend Network at the Aspen Institute, a nationwide community of 480 organizations that use a two-generational approach to help families and society.

Dottie Haramis

Anita and David Clegg
Paul Scott and Ana Maria Pascale

Harold Levinson

Tony and Amy Levinson

Lianne Lurie

A Touch of Earth

Anne Marie McCartney

Carl Aschman and Martha McCartney

Edward Morgan

Margaret Morgan

Jennifer Morton

James and Pauline O'Connell

Trudy Moyles

Barbara and Jack Kniest

Elizabeth Nunn

Joyce McKnight

Lydia T. Oliver

Jonathan Arries and
Francie Cate-Arries

Sheri Osborne

Nevada Anne Brannon
Charles and Ginny Crone
Charles and Corinne Garland
Cindy Hamrick

Chris and Sally Hare

Kathy and Bruce Hornsby

Allison Brody and Peter Jones

Greg and Lise Kline

Barney Barnes and Georgia
Mamangakis

Kathy Phillips

Paul Scott and Ana Maria Pascale

James and Mary Setterlin

Thomas Wilder

Don and Ella Mae Parker

Randy and Kathleen Parker

Jack Pellock

Lou and Janelle Gochenour

Mary Pellock

Steven Roberto

Don and Judy Roberto

Lucille Rowe

Peter and Frances Derks

Anne Bradstreet Smith

Robert and Marget Bradenham
Harvey and Mary Helen Morgan

Sheila S. Noll

Les Smith

Evelyn Levy Welt

Braxton and Cathie Allport

Mary Jane Edwards

Franz Gross and Christine Faia

Richard and Sharon Kiefer

Paul F. Scott and Ana Maria Pascale

Frances "Murph" White

Betsy A. Thomas

Nancy B. Wilder

Thomas Wilder

Victor Alexander Willhoite

David and Carmen Willhoite

Coleman Tucker Young

LifePointe Christian Church

Laura A Kirkpatrick

Max and Cassie Massie

Phillip and Karen Murdock

In-Kind Gifts

A Touch of Earth

Aberdeen Barn

Mahmoud Amin and Dina Elharon

Ashley Anderson

Antonio's Ristorante Italiano

The Arc of Greater Williamsburg

Aromas Coffeehouse Cafe

The Art Museums of Colonial

Williamsburg

Ken Ashby and Maris Segal

Charlie and Mari Ann Banks

Baskin-Robbins

Ben & Jerry's Ice Cream

Big Island Oyster Co.

Billsburg Brewery

Gary and Debbie Bonnewell

Bruster's Real Ice Cream

Buggy Bathe Auto Wash, Lube &

Detail Shoppe

Bertie and Mike Byrd

The Children's Museum of Richmond

Colonial Road Runners

Colonial Williamsburg Foundation

Colonial Williamsburg Resorts

Judson and Laura Carihfield

Wendy and Rodney Culverhouse

Janet DePaul

Jodie Dolci

Dominion Dogs

Ferguson Center for the Arts

Ferguson Cares

Flemings Engraving

FM93.5/WMBG/AM740

Food For Thought

Ford's Colony Country Club

Rita and Bill Francavilla

Tusk Creative Agency - Brian Freer

Fresh Market

Giuseppe's Italian Restaurant

Go Ape Treetop Adventure

Perfectly Natural Soap

Cindy Hamrick

Homestead Garden Center

Kathy and Bruce Hornsby

Leigh and Laurie Houghland

Wright and Sarah Houghland

Alex and Rosemary Hutcherson

Illy Caffe

Kilwins Williamsburg

Kingsmill Resort & Spa

Kiskiack Golf Club

Kiwanis Club of Williamsburg

Brian Lambert

Doris and Tony Lee

Bill and Kelley MacArthur

Manhattan Bagel

Mellow Mushroom

Toni and April Minor-White

Nauticus

Next Door Neighbors - Meredith Collins

David Nice Builders, Inc.

Norfolk Tides Baseball

Jennifer and Chris O'Donnell

Old City Barbeque

Opus 9 Steakhouse

Oyster Seed Holdings/The Hatchery

The Peanut Shop of Williamsburg

Penny and a Sixpence

Point of Focus Art

Polished Pineapple

Precious Gem

Rappahanock Oyster Co.

Ken and Vickie Reining

Edward and Cherry Robinson

School Crossing

SDJ Design

Seasons of Williamsburg

Second Nature Lawn and Landscape

Second Street American Bistro

ShareIdeas Creative Design

Mary Grace and Andy Simasek

St. Olaf Catholic Church

The Cheese Shop-Fat Canary

Tobacco Company Restaurant

Trader Joe's

Kara and Michael Trahan

Russell Turnage

Two Drummers Smokehouse

Mark and Angelica Vance

The Vineyards at Jockey's Neck

Virginia Beer Company

Virginia Zoological Society

Matthew and Nancy Webb

Whisk & Ladle

Nancy and Steven Wigley

Robin Williams

Williamsburg Event Rentals

Williamsburg Families

Williamsburg Floral & Gifts

Williamsburg Jewelers

Williamsburg Symphony

WindsorMeade Williamsburg

WY Daily-The Tide

Held the 3rd Annual Garden Party at The Maine of Williamsburg, raising more than \$104,000. The 3rd Annual Oyster Roast, held in October, was a sold-out event!

Presented Gary Massie with the Barbara J. Driscoll Humanitarian Award for his longstanding support of CDR's mission, programs, and fundraising events.



CDR's FUND FOR CHILDREN

Supports all of our early intervention programs, which provide life-changing therapies for children and families who need them right here in Williamsburg, James City County, York County, and Poquoson. Here are some ways your unrestricted gift can help.

\$5,000 provides support for our Developmental Playgroup for children who need socialization as part of early intervention.

\$2,500 helps cover the cost of therapy in a child's home.

\$1,500 provides specialized therapy toys to help CDR's assessment teams identify a child's needs.

\$500 allows us to replace or refurbish equipment, toys, and furniture at our child development centers.

\$100 allows us to purchase appropriate books for our Developmental Playgroup.

For more information, call CDR's Development office at 757-566-2844 or visit cdr.org/make-a-gift.



In Memoriam

The CDR family was sad to learn of the passing of Sheri Osborne in December 2022.

Sheri began her career with CDR in 1982 as a training consultant and retired as the Director of Training in 2013.

Examples of her professional accomplishments include authoring many of CDR's training products; being appointed by the Governor of Virginia to serve on the Virginia Interagency Coordinating Council; presenting at over 35 national and state professional conferences; developing multiple million-dollar projects; and writing numerous federal, state, local, and foundation proposals for CDR. Sheri's efforts resulted in funding of nearly \$20 million to improve the knowledge and skills of professionals in support of children and families.

Sheri will be missed by those who worked with her, and we are grateful for the many ways she positively impacted the lives of families in our community.

2022-2023

FINANCIAL RESULTS

Year Ended 6/30/23

Children's Services Revenue by source

Contributions and Gifts	\$80,283
Grants — Private, Foundation, Corporation	\$230,000
Grants — Federal	\$1,900,040
Grants — State and Local	\$1,601,914
Contracts and Fees	\$817,121
Donations — In Kind	\$221,592
TOTAL	\$4,850,950

Training Revenue by source

Contributions and Gifts	\$250
Grants — Federal	\$704,913
Grants — State and Local	\$5,351,664
Contracts and Fees	\$13,136
TOTAL	\$6,069,963

CDR Revenue by source

Contributions and Gifts*	\$1,009,824
Grants — Private, Foundation, Corporation	\$230,000
Grants — Federal	\$2,604,953
Grants — State and Local	\$6,953,578
Contracts and Fees	\$830,257
Non-Operating Activities	\$281,269
Donations — In Kind	\$650,168
TOTAL	\$12,560,049

Children's Services Expenses by program

Central Point of Entry	\$78,669
Child Abuse Prevention	\$53,261
Developmental Playgroup	\$91,309
Early Head Start	\$2,116,790
Early Learning Centers	\$80,476
Infant & Parent Program	\$1,797,984
Maternal, Infant, and Early Childhood Home Visiting	\$265,773
Motherhood	\$70,984
Parents as Teachers	\$218,786
Other	\$8,568
TOTAL**	\$4,782,600

Training Expenses by program

Infant & Toddler Specialist Network	\$5,096,598
Early Childhood Mental Health Consultants	\$262,955
Fatherhood	\$725,348
TOTAL	\$6,084,901

CDR Expenses by program

Administration***	\$679,821
Fundraising and Institutional Investment	\$470,204
Program Services	\$10,867,501
TOTAL	\$12,017,526

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

*Grateful for all
our wonderful*

VOLUNTEERS

At CDR, we are grateful for our volunteers who help us out at events, assist in our Childcare & Development Centers or Developmental Playgroup, and step up 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 757-566-3300 to learn more.



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 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 FERGUSON ENTERPRISES

For many years of supporting the young children and families in our community and for generously funding the cost of this year's Annual Report.





Post Office Box 280 • Norge, VA 23127-0280

Email: development@cdr.org

Phone: 757-566-3300

Fax: 757-566-8977



*See the expanded
version of our*

ANNUAL REPORT

cdr.org/annual-report