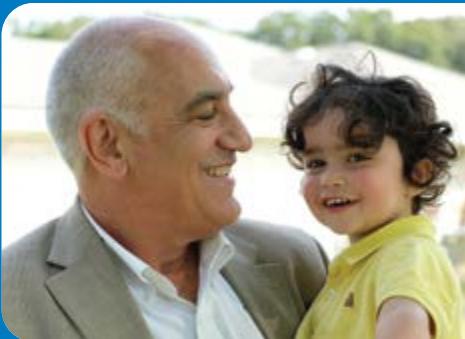


ready. set.  
**GROW!**





Paul Scott, CDR's Executive Director



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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](mailto: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.*



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City of Williamsburg  
Colonial Behavioral Health  
Dominion Energy  
James City County  
United States Department of Agriculture  
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children and families*

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in honor of:

**Cathie Allport**  
Courtney Barnes  
**Aubrey Bombbeck**  
Mary Ellen Jewsiak  
**Bob and Louise Canfield**  
Jen Canfield  
Jason and Kelly Canfield Miller  
Stephen and Tess Canfield  
Carolyn Forde  
Judi Woods Starkey and Jim Starkey III  
**Marilyn T. Casey**  
Randy and Helen Casey-Rutland  
**Kate and Jordan Chapman**  
Timothy and Rita Murphy  
**Charles and Ginny Crone**  
Rhonda Bonnette  
Vernon and Laura Geddy  
Sallie Nolte  
Ellen Spong  
Judi Woods Starkey and Jim Starkey III  
**Leah Van Deusen**  
Larry and Annette Van Deusen  
**Corinne Garland**  
Allison Brody and Peter Jones  
Paul and Elizabeth Sablik

**Charles and Corinne Garland**  
Sterling Stuart Flanagan  
**Johnny and Faith Graham**  
Dave and Hope Callis  
**Amy Hatheway**  
Barbara S. Hatheway  
**Meryem Hatouane**  
Poquoson Exchange Club  
**Lori Hirsh**  
Barbara Hirsh  
**Mary Jean Hurst**  
Bob and Louise Canfield  
Earl and Tacia Granger  
William and Laurie Krebs  
Sue and David Pearce  
John Thomas Savage  
Jim and Lisa Thomas  
**Landon Jones**  
David C. and Barbara Barringer  
**Ada Joy**  
Meghan Williams  
**Lise Kline**  
Kathy Kuhn  
**Stephanie and Tal Luton**  
Sandra Jacon  
**Stacey Pietruszynski**  
Doris and George Gilfillan  
**Pam and Jim Penny**  
Alain and Merry Outlaw  
**Katie Quigley**  
Timothy and Josephine Falkenstein  
**Paul F. Scott**  
JoAnn F. Scott  
**Jean Van Tol**  
William and Laurie Krebs

**Tribute Gifts**  
in memory of:

**Susan Ackerman**  
Jeff and Lynn Williford  
**Charles Banks**  
Douglas C. Kieninger  
Paul Scott and Ana Maria Pascale  
**Ronald C. Dean**  
Nancy Elaine Lehnhoff

**John Donaldson**  
Evan Adair  
Braxton and Cathie Allport  
John and Lis Doley  
Charles and Corinne Garland  
Zoe Graves  
Loretta Hannum  
Thomas and Margaret Meyerer  
Donald Piper  
Terry and Carolyn O'Connor  
Maynard Randolph  
Paul Scott and Ana Maria Pascale  
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**  
Evan 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 Pascal  
**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 Cribfield  
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  
Shareldeas 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 Trahant  
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](http://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
<b>TOTAL</b>	<b>\$4,850,950</b>

### Training Revenue

by source

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

### 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
<b>TOTAL</b>	<b>\$12,560,049</b>

### 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
<b>TOTAL**</b>	<b>\$4,782,600</b>

### Training Expenses

by program

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

### CDR Expenses

by program

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

\* 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](mailto: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](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 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](http://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](mailto:development@cdr.org)

Phone: 757-566-3300

Fax: 757-566-8977



*See the expanded  
version of our*

## **ANNUAL REPORT**

[cdr.org/annual-report](http://cdr.org/annual-report)