

A Window into the Future

ANNUAL REPORT
2024-25

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**FROM THE
EXECUTIVE DIRECTOR**

Stepping Into Our Future

We are deeply thankful for the generous community that surrounds and supports us—people like you who believe in the power of early intervention, who stand with families in their most vulnerable moments, and who make our mission possible every single day.

Thanks to your support, we are stepping into a bold new future. Just a year ago, nearly 100 people—donors, community members, local dignitaries, and our board and staff—gathered at 312 Waller Mill Road to break ground on CDR's future home. Filled with hope and vision, the moment was the beginning of a transformational new chapter. And it reminded us once again: we couldn't do this without you.

This new center represents more than bricks and mortar—it is a launching point for what comes next. It will bring all of CDR's programs under one roof, dramatically expanding our ability to deliver critical early childhood services. From developmental screenings and specialized therapies to parenting

education, professional training, and community support, this space will become a vibrant hub of care, connection, and opportunity—for today and for generations to come.

Reaching this point hasn't been easy. We've navigated pandemic-related delays, rising construction costs, and supply chain disruptions. But through it all, the vision of our board has remained clear—because the needs of children and families have continued to grow. Your belief in our mission has fueled our momentum.

As the foundation is laid and the walls rise, so too does our shared dream: a future where every child has the chance to thrive. Your support of the Capital Campaign is not just funding a building—it is helping us step forward into a stronger, more resilient tomorrow.

From the bottom of our hearts, thank you.



Paul F. Scott,
Executive Director

Developing Confidence as a Family

Little Granger Griffin arrived much earlier than expected—17 weeks early, to be exact—then spent seven long months in the neonatal intensive care unit. “Granger was really strapped to a hospital bed the first few months of his life, so he needed a little more help because of everything he had been through,” explained his mom, Emily.

When Granger finally came home on Halloween 2023, he still required a tracheotomy and a gastrostomy tube, and he faced several developmental



Granger Griffin is hitting milestones because of early intervention services.


delays. It was clear that intensive support would be essential.

Before even leaving the hospital, the family knew Child Development Resources (CDR) would be there for them. “Granger needed speech, occupational, and physical therapy,” Emily said.

“We had a lot thrown at us at once, and having CDR step in gave us confidence and helped us create a plan for his constant progress.”

Therapies began right away, and Emily says the results have been encouraging. “He’s been doing so well,” she shared. “With each milestone, we made a plan for the next one, and step by step, he’s been flourishing.”

For Emily, the greatest joy has been watching Granger’s blossoming self-assurance. “He knows he can do things on his own now—and he feels safe enough to try.”

 **435**
young children were provided
IPP early intervention and
individualized therapies

 **10,826**
hours of IPP therapies,
screenings, and assessments
provided to young children



Scan to
discover more!

CDR provides early intervention services for babies, young children and their families through programs such as Central Point of Entry, Infant & Parent Program (IPP), Screening & Assessments, Parent as Teachers (PAT), Early Head Start (EHS), Healthy and Emotionally Attuned Relationship Therapy (HEART), and Developmental Playgroup.

 **14,000+**
young children, families,
and early childhood
professionals were impacted
by CDR's 2024-25 programs

 **1,160+**
local children and families were
provided early intervention and
specialized therapy

CHILDREN'S SERVICES

Infant & Parent Program (IPP)
Parent as Teachers (PAT)
Developmental Playgroup
Central Point of Entry

Giving a Child A Voice



Scan to
discover more!

IPP in 2024-25

- Started a diagnostic clinic for children with autism, with support from a grant from Williamsburg Health Foundation.
- Supported training for speech/language pathologists using the Gestalt Language Learning program with support of Bruton Parish Church.



156
parents learned how to be their
child's best teacher through PAT

PAT in 2024-25

- Added a Wellness Coach to its staff who responds to the mental health challenges of parents enrolled in the program.
- Began gearing up for several outreach events in Surry County.
- Surpassed all essential requirements on its Annual Performance Review.

It's been nearly a year since Marie noticed her son's behavior was becoming a problem.

"John was having anger issues—throwing toys and not listening," said Marie. "He was getting into trouble at school and his communication skills were lacking."

John's preschool mentioned CDR's **Parents as Teachers** program as a resource and soon Marie had her son assessed. Services soon began with a PAT Parent Educator who visited the family at home for intervention services.

"Every time she came to meet with us she brought activities to do with John. He was always so happy to see her."

"Our parent educator worked with John but she also gave me and my husband tools that we could use to help him with his challenges. We learned how to ask him the right questions and how to help him improve his vocabulary."

"We were a team," Marie added, "and all the hard work paid off. He is so different now, even his teachers noticed."



CDR's Developmental Playgroup gives children the space to learn and grow.



908
free developmental
screenings and home
visits were provided through
Central Point of Entry



87
children were part of
CDR's Developmental
playgroup



CDR welcomed new Medical Director, Dr. Mark Holman, who has helped CDR build the residency program with VCU Medical School allowing pediatricians and pediatric neurologists to complete a rotation at CDR as part of their training.

CHILDREN’S SERVICES

Early Head Start (EHS)
Healthy and Emotionally Attuned
Relationship Therapy (HEART)

“The HEART program helped us learn that our son was having a hard time with transitions and how we can give him choices to feel more in control. We shared what we learned with his teachers and they are seeing incredible results in the classroom!”

— Megan Strong,
HEART participant



The Strong family are making transitions easier with techniques they learned through CDR's HEART program.

Growing as a Parent

Shevonne Huemann wishes she had known about CDR’s Early Head Start (EHS) program when her older children were small.

But she found out about the EHS home visiting program when her daughter, Gigi, was born.

“I wanted to know if she was on track with her development,” said Shevonne, “and CDR came to my home and evaluated Gigi.” After the evaluation, Shevonne and her EHS home visitor, Gwen Griffin, worked on goals for the family and for Gigi.

“It was wonderful to have someone guide me as a parent and make sure my daughter was developing properly for her age. I had someone who knew about what was age appropriate and what she should be doing as well as what she needed to work on before entering school.”

When her son, Leo, arrived, Shevonne turned to CDR again for developmental assessments and home visiting.

“One of the best things that happened with Leo was getting him into Developmental Playgroup. He loves playgroup and has learned to play with others and take direction from adults other than me.”

While Leo attends playgroup, Shevonne spends time in **Circle of Parents**, bonding with other parents and problem-solving parental challenges together.

“Having a group of my own has been very therapeutic for me,” she said. “Talking with people who have different perspectives has really helped me grow as a parent.”

HEART in 2024-25

- Partnered with Old Dominion University to offer art therapy to preschool and school-aged children.
- Cheered as child therapist, Kristina Houghton, worked towards her Licensed Clinical Social Worker credential. Kristina is now more than halfway through the supervision process.

 **28**
parents & children
with mental health and
behavioral challenges
were served by HEART



 **191**

children & families were provided with home visits, health screenings, parental guidance, assistance in accessing community resources, and high-quality, day-long childcare for income eligible families.

EHS in 2024-25

- Celebrated as Easha Juma of EHS completed the National Head Start Association Manager’s credential.
- Supported EHS staff attendance at numerous professional development training sessions.
- Was instrumental in helping numerous parents served by EHS to further their education and find employment.



Scan to
discover more!

ADULT EDUCATION

Circle of Parents
Motherhood

Empowering every parenting and teaching step

CDR provided Adult Education for anyone in a parenting role to discuss the challenges and successes of raising children through programs such as Circle of Parents, Motherhood, Fatherhood, VA ITSN, and Professional Development.



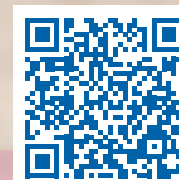
Participants were supported
by Circle of Parents



Sessions were offered to 61
Circle of Parents participants



CDR's Motherhood program gave Callie the support she needed at a critical time.



Scan to
discover more!



moms, babies, dads, and
grandparents served

Uplifting New Mothers

Cassandra (Callie) Fall moved back to the Williamsburg area when her baby was just three weeks old. The oldest of 10 children, Callie figured being a new mom would be easy, but she soon realized there were challenges she hadn't anticipated.

"I found out about CDR's **Motherhood** program online and decided to reach out for advice on breastfeeding," Callie said. "I knew I needed more help than I initially thought."

A breastfeeding assessment revealed that Callie's baby, Coast, needed further evaluation for a possible lip tie. In addition, Callie worked with Motherhood's Internationally Board

Certified Lactation Consultants to improve her breastfeeding techniques, and soon Coast began to gain weight. To further her parenting skills, Callie also participated in Motherhood's Infant Massage class and the Mothers and Babies class.

"Motherhood helped me with my mental health so much," Callie said.

"Moving and being a new mom was a lot, and the Motherhood program truly changed the trajectory of the post-partum experience for me. To have a safe space to go when you need help can make all the difference."



years of support celebrated
for moms and moms-to-be
in our community



conferences featured our expertise,
including the International Parents
as Teachers, Early Impact Virginia,
and Infant Massage USA

ADULT EDUCATION

Professional Development

Virginia Infant & Toddler Specialists (VA ITSN)

Fatherhood

Supporting Early Childhood Educators

Helping professionals in early childcare expands CDR's reach across the Commonwealth. Becky Chandler, director of the Rockingham Child Day Care Center in Harrisonburg, believes the help and mentoring she and her staff received from the **Virginia Infant & Toddler Specialist Network (VA ITSN)** helped the non-profit center greatly increase its impact.

"For 50 years we provided care for children ages two and up, but we recently expanded to include infants and toddlers."

The expansion nearly doubled the number of children in the center's care. "We had a lot of work to do to get ready for that," she said. Becky contacted VA ITSN and immediately began working with Janet Yang, technical



VA ITSN staff helps early childcare professionals achieve excellence in their profession.

assistance coordinator. Together, the two created a plan on how to organize classrooms, expand and improve parent and employee handbooks, and make the center certified as a breastfeeding friendly facility.

In addition, Becky said, the advice she and her staff received gave them the confidence they needed to provide the best services possible to the families.



CDR Helped Me Grow Out of My Comfort Zone

By the time Tyvon Billups joined CDR's Fatherhood program, he already had several years of parenting experience under his belt.

But after a good friend recommended the program to him, he decided he didn't have anything to lose. He contacted the program and signed up for its 24/7 Dads workshop. Little did he know that one simple act would change his life.

"Being a dad is challenging," said Tyvon. "But finding a group of other dads who listened to me and helped me open up changed how I see everything."

Tyvon said he made lasting friendships from his workshop, which gave him a safe space to open up to others. "I was free from being limited by my comfort zone," he said.

"I've learned not to hold stuff in, but to open up with people I trust," he said.

"Being a dad is hard with all the things you have to think about, and I've always kept my challenges to myself."



Tyvon Billups says CDR's Fatherhood program helped him embrace change and possibilities.

7,464

VA ITSN participants were provided 649+ hours of service across 395 training events

6,393

childcare providers, 392 classrooms, and 231 childcare centers received coaching

99

early childhood teachers and directors participated in Celebrating Babies and Tots Hand-in-Hand training

207

fathers enrolled in the Fatherhood program

Fatherhood in 2024-25

- Held a successful event at Busch Gardens in partnership with local municipalities. The event featured rides, food, family bonding time, and information sharing.
- Presented Empowering Fathers: *Strengthening Families Through Collaboration* at the 26th International Families and Fathers Conference.



Scan to discover more!

Federal, State, and Local Grants

City of Williamsburg
Colonial Behavioral Health
James City County
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 Development Services
Virginia Department of Education
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\$10,000+

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\$1,000-\$2,499

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We hope you will consider a **planned gift** to CDR. When you leave a legacy, you can be sure that you are helping CDR provide the resources children and families need to succeed for years to come.

CDR is truly grateful for its donors

Including individual community members, businesses, and organizations, who generously support CDR each year. Each and every gift is a commitment to improving the lives of children and families, and come in many forms to include:

- **An unrestricted or restricted gift.**
- **Recurring gifts—\$50 monthly equals \$600 annually.**

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Bill and Karen Bennett
Patricia Jeffries
Richard Bradshaw
Andy and Ann Bradshaw
Marilyn T. Casey
Helen and Randy Casey-Rutland
Tammy Cade
Charles and Ginny Crone
Georgia Carden
Rusty Wright
Bob and Louise Canfield
Charles and Ginny Crone
Kate, Jordan and Marin Chapman
Timothy and Rita Murphy
Charles and Ginny Crone
Rhonda Bonnette
Roxanne Cherry
Paul Dresser, Jr., and Julie Baxter
General Michael Harrison and Alissa Harrison
Sallie Nolte
The Drying Company
Rosemary and Jerry Rose
Bill and Rita Francavilla
Barbara and Jack Kniest
Charles and Corinne Garland
The Flanagan Family Trust
Donna Hanning
Joseph H. Latchum, Jr.
Amy Hatheway
Barbara S. Hatheway
Leigh Houghland
Glyndon and Margaret Bruhl
Alex Hutcherson
Suzanne Petroni
Mary Jean Hurst
Steve and Marcia Hibbitts
Sue and David Pearce
Landon Jones
David C. and Barbara Barringer
Cameron and Bailey Kersh
Claire Kersh
Sharon Kiefer
Charles and Corinne Garland


Lise Kline
Kathy Kuhn
Sammie Long
Brantlee Lemmink
Pam Penny
Chris and Elizabeth Allen
Candace Duncan
Peter and Denise Kellogg
Alain and Merry Outlaw
Eddie and Cherry Robinson
Barbara and Jack Kniest
Paul F. Scott
JoAnn Scott
Katy and Joe Scordo
Barbara and Jack Kniest
Nancy and Charles Sheppard
Andy and Ann Bradshaw
Mary Grace Simasek
Charles and Ginny Crone
CDR Directors Team
Michael and Carla Javier

Tribute Gifts in memory of:
Clement M Brown, III
Cherry Brown
Jack Davis
Michelle Eichorn
Barbara Driscoll
Charles K. Driscoll, Sr.
Sean and Margaret Driscoll
Rob Garland
Charles and Corinne Garland
Daniel and Debbie Fuchs
Gary and Jeanette Hammer
Jeremy Hammer
Austin Hanning
Joseph H. Latchum, Jr.
Bill Hixon
Paul F. Scott and Ana Maria Pascale
Trudy Quinto
Robert Golden
Mitchell Avent
Kathleen Short
Karen Jamison
Michael and Sally Derrig
Sydney Clare Landers
Bud and Adele Robeson
Anne Marie McCartney
Carl and Martha Aschman
Stella Neiman
Joyce McKnight
James Britt O'Connell
James and Pauline O'Connell
Liddy Oliver
Jonathan Arries and Francie Cate-Arries
Terri Otto
Greg and Debbie Otto



CDR in 2024-25

- Held the groundbreaking ceremony for its new home at 312 Waller Mill Road in Williamsburg, on September 25, 2024.
- The Barbara J. Driscoll Humanitarian Award was presented to Alex Hutcherson, former CDR board Vice Chair, in recognition of his many years of leadership and his stalwart support of CDR's mission.
- Supervised and instructed eight interns from the fields of early childhood education, art therapy, social work, speech/language pathology, and occupational therapy.

 **168,000**
was raised at the annual
CDR Garden Party, held in
May 2025. The Garden Party
is CDR's largest fundraiser
of the year

Don and Ella Mae Parker
Randall and Kathleen Parker
Cary Peet
Richard and Linda Dorr
Leslie and Deb Fabian
Anne Worthington Aycock
Ashley Hibbard
Glynis Mather
Susan Choppy
Lesley Newman
Elizabeth McKenna
Cathy Ripley
Robert Ripley
Steven Roberto
Don and Judy Roberto
Lucille Rowe
Peter and Frances Derks
Susan Shelton
Camilla and Stuart Farrand
Anne Smith
Charles and Ginny Crone
Les Smith
Carol Talbot
Alain and Merry Outlaw
William Watson
Linda Kay Williams
Jill and Jesse Moseley
Robert W. and Jane A. Hatcher
Ken DeWandel
Valerie and Marshall Ayres
Nancy B. Wilder
Thomas Wilder
Victor Alexander Willhoite
David and Carmen Willhoite

In-Kind Gifts
1607 Coffee Company
A Touch of Earth
Aberdeen Barn
Amy and Jim Ahearn
Anonymous Coffee
The Arc of Greater Williamsburg
The Art Museums of Colonial Williamsburg
Ben & Jerry's Ice Cream

 **5,000**
supports children in our
Developmental Playgroup
who need socialization as
part of their therapy

Betsy and Art Garrison
Kelly Bogart
Stephen Bommer
Bonefish Grill
Gary and Debbie Bonnewell
Boyer's Diamonds of Williamsburg
Andy and Ann Bradshaw
Carrot Tree Kitchens
The Catering Company of Williamsburg
Chapel Creek Oysters
Chick-fil-A Mooretown Road
The Children's Museum of Richmond
Colonial Road Runners
Colonial Williamsburg Resorts
Laura and Judson Crihfield
Wendy and Rodney Culverhouse
Dominion Dogs
Ferguson Enterprises, Inc.
Flemings Engraving
The Flying Squirrels
FM93.5/WMBG/AM740
Food for Thought Restaurant
Francesco's Ristorante
Fresh Market
Frothy Moon Brewhouse
Giuseppe's Italian Restaurant
Homestead Garden Center
Leigh and Laurie Houghland
Alex and Rosemary Hutcherson
KelRae Farm
Kendra Scott Jewelry
Kingsmill Resort & Spa
Kiskiack Golf Club
Debbie and Henry Kusmierz
Lewis Ginter Botanical Gardens
Lusher Productions
Steven and Barbara Mares
Robin Markowitz
Material Girls
Matheson Oyster Co.
Minuteman Press
New York Deli and Pizza Restaurant

 **2,500**
helps cover the cost of
therapy in a child's home
for one year

Next Door Neighbors
Norfolk Tides Baseball
Old City Barbeque
Opera in Williamsburg
Oyster Seed Holdings/The Hatchery
Patriot Tours and Provisions, LLC
Perfectly Natural Soap
Precious Gem
Rusty. Byrant Ltd.
Ryan Eure Designs
Schlesinger's Chophouse
Mary Scott
Paul Scott and Ana Maria Pascale
Sea Farms
Second Street American Bistro
ShareIdeas Creative Design–
Shari Gann
The Sipping Flea
St. Olaf Roman Catholic Church
Steamboat Wharf Oyster Co.
David and Georgia Ann Tetrault
The Cheese Shop-Fat Canary
The Local Voice - WYDaily - The Tide
Tobacco Company Restaurant
Total Wine and More
Trader Joe's
Two Drummers Smokehouse
Van Kniest Painting and Finishes, Inc.
Vera Bradley Outlet
The Vineyards at Jockey's Neck
Walls Alive, Inc.
WAWA Foundation
Matthew and Nancy Webb
White Stone Oysters
Michael and Linda Whittaker
Williamsburg Families
Williamsburg Floral and Gifts
Williamsburg Jewelers

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


CDR Fund for Children
Supports 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. Below are some ways
your unrestricted gift can help.

Call CDR's Development Office
at 757-566-2844 or visit cdr.org/
make-a-gift, for more information.

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

In Recognition Of

CDR would like to recognize two long-term board members who retired from the board this year.

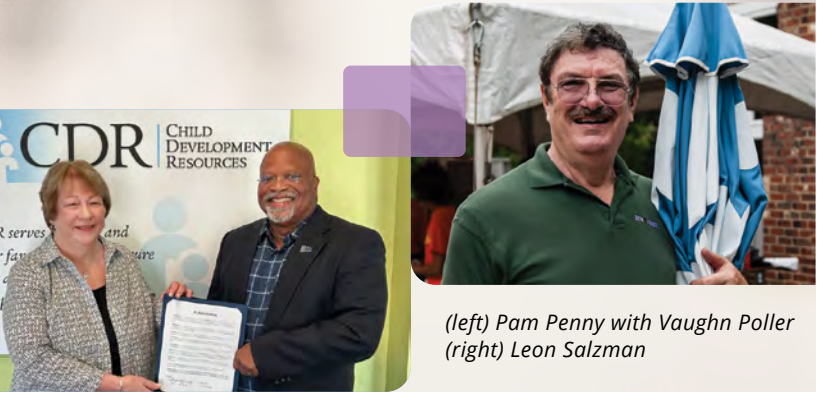
Vaughn Poller served on the board for 27 years and was chair from 2013 to 2015. His invaluable knowledge of community needs and government services and his thoughtful comments, questions, and talking points always furthered and improved the discussion and, ultimately, the group's decision making.

Vaughn has been a friend to all and his dedication to the mission and values of CDR has been a wonderful example.

Leon Salzman served on the board for 16 years, always asking thoughtful and pertinent questions, offering his entrepreneurial perspective, and sharing his expertise in financial matters.

Leon supported the Bid 'n Buy Auction and SuperHero 5K for many years, bringing his wonderful Ben & Jerry's ice cream cart, his dedicated staff, and his smiling face to every event. He was one of the first major contributors to CDR's Capital Campaign. A classroom in CDR's new center will be named in honor of Leon and the Salzman Family.

We gratefully acknowledge Vaughn and Leon for their years of dedicated service and their commitment to the children and families we serve.



(left) Pam Penny with Vaughn Poller
(right) Leon Salzman

Our Purpose, Our Mission

Child Development Resources, Inc. (CDR) is a 501(c)(3) public charity that 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.

To maximize space in this report, gifts \$100 and above are listed. We value every gift to CDR — for a list of all our donors, visit cdr.org/annual-report. 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.



2024-2025 Financial Results

Year Ended 6/30/25

REVENUE by source

Children's Services

Contributions and Gifts	\$121,449
Grants: Private, Foundation, Corporation	\$337,000
Grants: Federal	\$2,067,626
Grants: State and Local	\$1,506,999
Contracts and Fees	\$940,965
Donations: In Kind	\$172,643
TOTAL	\$5,146,682

Adult Education

Contributions and Gifts	\$28,438
Grants: Federal	\$869,605
Grants: State and Local	\$4,911,137
Contracts and Fees	\$2,780
TOTAL	\$5,811,960

CDR

Contributions and Gifts*	\$5,629,117
Grants: Private, Foundation, Corporation	\$337,000
Grants: Federal	\$2,937,231
Grants: State and Local	\$6,418,136
Contracts and Fees	\$943,745
Non-Operating Activities	\$553,890
Donations: In Kind	\$191,125
TOTAL	\$17,010,244

EXPENSES by program

Children's Services

Central Point of Entry	\$86,401
Child Abuse & Neglect Prevention	\$70,711
Developmental Playgroup	\$145,160
Early Head Start	\$2,162,631
Early Learning Centers	\$110,574
Infant & Parent Program and Part C	\$2,026,823
Maternal, Infant, and Early Childhood Home Visiting	\$285,615
Motherhood	\$159,342
Parents as Teachers	\$284,418
HEART Program	\$75,726
Other	\$40,218
TOTAL**	\$5,447,619

Adult Education

Infant & Toddler Specialist Network	\$4,889,803
Fatherhood	\$897,889
TOTAL	\$5,787,692

CDR

Administration***	\$557,815
Fundraising & Institutional Investment	\$552,850
Program Services	\$11,235,311
TOTAL	\$12,345,976

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



Ferguson is proud to support CDR's new home at 312 Waller Mill Road in Williamsburg, and also sponsor the building's Ferguson EHS Child Development Center.

This new home will enable CDR to establish a Family Resource Center, a welcoming hub of community support, screenings and therapies for at-risk children, parent education, and professional development for early childhood educators and specialists.

Together, we drive progress in ways no one imagined.
Learn more at: ferguson.com/fergusoncares





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Email: development@cdr.org

Phone: 757-566-3300

Fax: 757-566-8977



Scan for expanded version
of our Annual Report