



2023

-  
2024

ANNUAL REPORT







**“Caring for today’s families  
& tomorrows future.”**

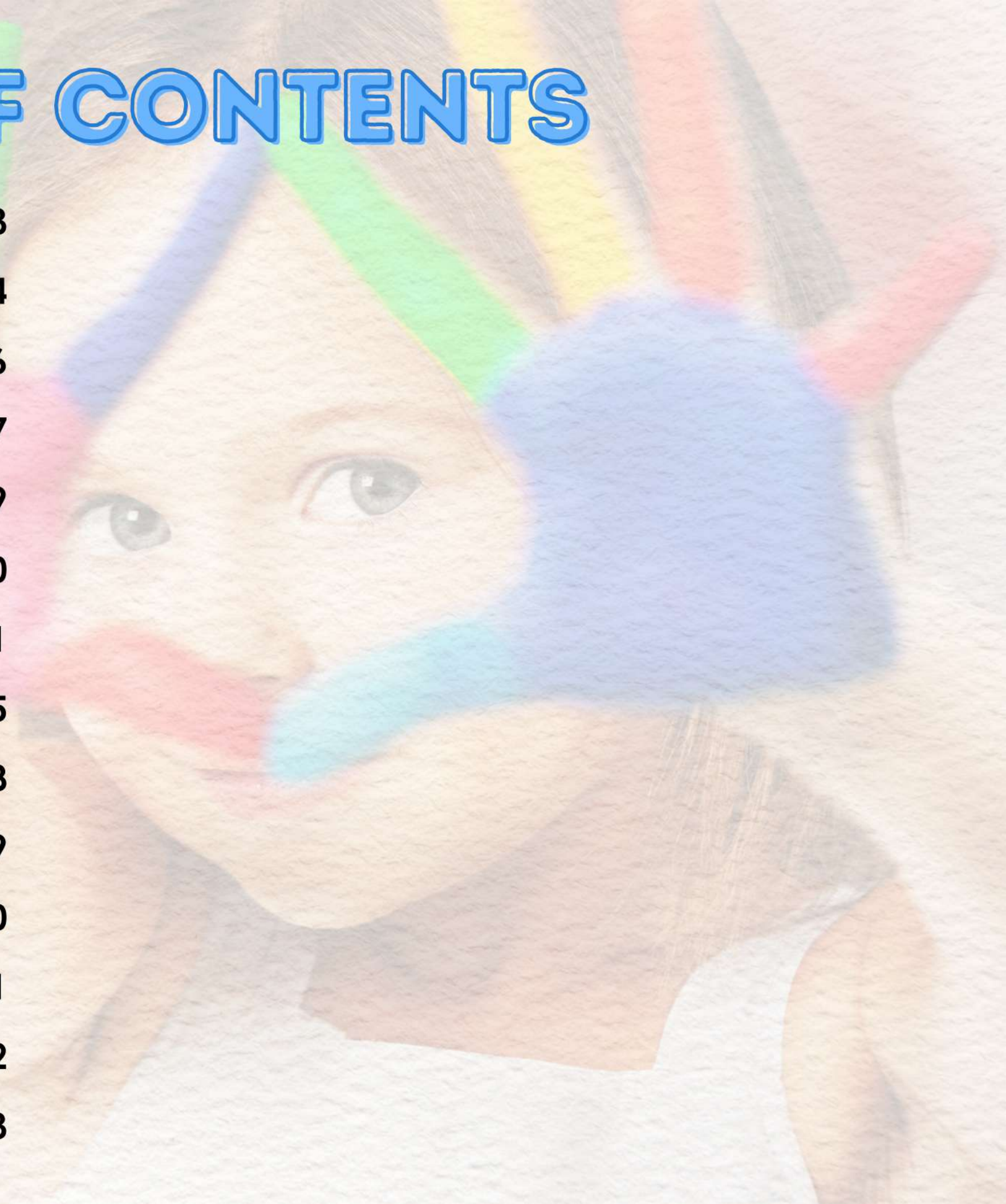
---

CHILD & FAMILY RESOURCES



# TABLE OF CONTENTS

About Child & Family Resources. . . . .	3
Our History. . . . .	4
Community Outreach. . . . .	6
Diaper Bank. . . . .	7
Director's Conference . . . . .	9
Child & Adult Food Program. . . . .	10
Holiday Shop . . . . .	11
Shared Services. . . . .	15
S.H.I.N.E. Gala. . . . .	18
Child Development Association (CDA). .	19
Professional Development. . . . .	20
Childcare Subsidy Programs. . . . .	21
Mission Statement. . . . .	22
Contact Us. . . . .	23







## ABOUT CHILD & FAMILY RESOURCES

Established in 1972, Child & Family Resources (CFR) is a private non-profit organization that focuses on children. We create and implement programs and services that support the development of children and their families by engaging and partnering with the community in their efforts to enhance the lives of children.

## OUR VISION

Our vision is a communal state that shares the burden of early care and education with families. Over the past 50 years, Child & Family Resources has brought millions of dollars in child care quality improvement initiatives, professional development training for educators, creation of additional child care programs, family child care provider registration, parenting education, and financial assistance for income-eligible families to New Jersey communities.



# OUR HISTORY

The organization was founded under the name: Morris County Childcare and Development Council

**1972**

At this point in time, the organization had 8 staff members

**1978**

The organization changed its name to Children's Services of Morris County.

**1980**

The organization became Child & Family Resources Morris County.

**1998**

The first Director's Conference was held.

**1998**

Child & Family Resources began an ACT: Raising Safe Kids initiative in Morris County which is still alive today.

**2001**

Child & Family Resources moves to 111 Howard Blvd in Mount Arlington, NJ.

**2004**

Child & Family Resources host the first holiday shop complete with outreach, invitations, & staff volunteers

**2007**

Reauthorization of the CCDBG (Child Care Development Block Grant) by the Obama administration.

**2014**

Child & Family Resources became a distributor of the "Baby Boxes" to reduce SIDS.

**2017**

The 10th annual directors conference was held & renamed the Piper M. Olsen Excellence in Leadership Conference.

**2018**

Federal budget increase for CCDBG from \$2.9 billion to \$5.8 billion.

**2018**

During the COVID-19 Pandemic, CFR administered the Emergency Child Care program for Morris County.

**2020**

CFR Celebrates 50 years.

**2022**

Reached record number of families for our Holiday Shop through adoptive families by TEVA, generous donors & other individual families.

**2023**

CFR has developed a new self-paced CDA Renewal course, which has not been offered previously.

**2024**





# COMMUNITY OUTREACH



We provide diapers for needy families. We empower parents, providers, and the community to reduce violence in the lives of children by teaching the ACT: Raising Safe Kids program.

We provide Parent Coaching to help parents implement new attitudes and strategies in their lives for themselves and their children. We managed over \$12,000 in aid to eligible families to help them pay for childcare in fiscal year 2023-2024.

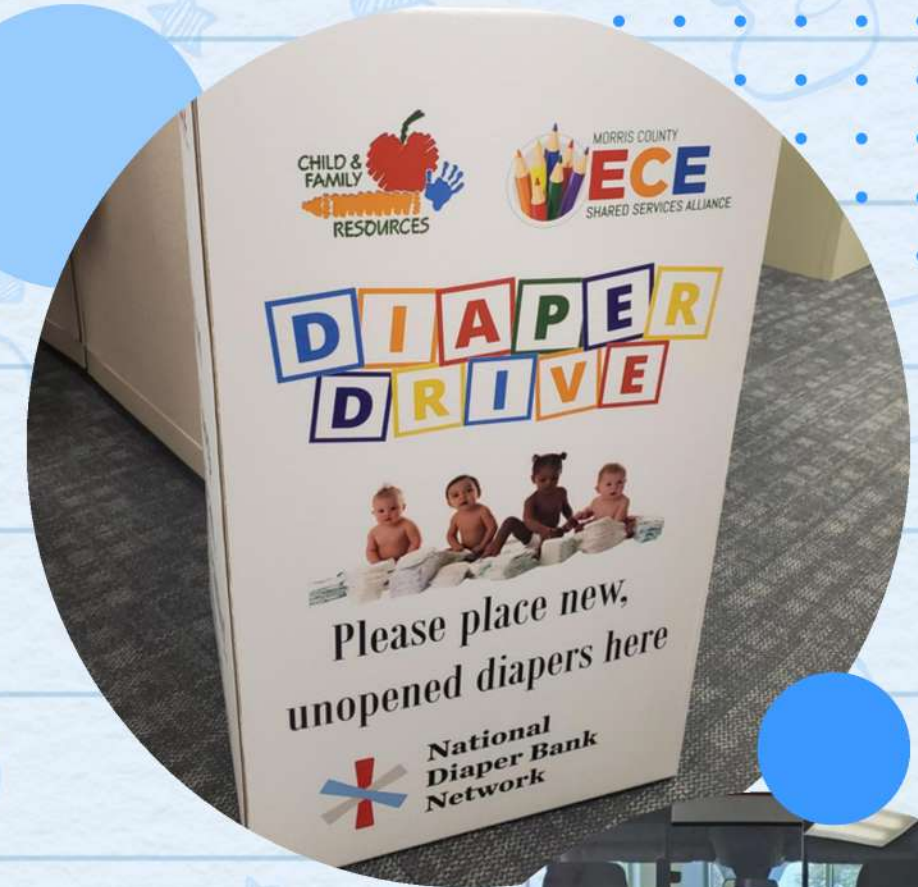
We simplify the process of finding child care for parents. We work toward the creation of a system of quality early child care education for our youngest citizens. We provide professional development courses for child care professionals and educators to help them be equipped with the necessary skills to support the development of children and foster educational success.



# DIAPER BANK

**The Diaper Bank program strives to ensure our most vulnerable citizens receive a healthy daily change of diapers. The Diaper Bank is solely supported by donations, diaper drives and staffed by volunteers.**

- In poor and low-income families, a baby can spend a day or longer in one diaper leading to potential health and abuse risks.
- Diapers cannot be bought with the Supplemental Nutrition Assistance Program (SNAP, also known as “food stamps”) or the Special Supplemental Nutritional Program for Women, Infants, and Children (WIC).
- Low-income parents cannot take advantage of free or subsidized childcare if they cannot afford to leave disposable diapers at childcare centers. If parents cannot access daycare, then they are less likely to attend work or school consistently, in turn, continuing the cycle of poverty.





# DIAPER BANK

The Diaper Bank program strives to ensure our most vulnerable citizens receive a healthy daily change of diapers. The Diaper Bank is solely supported by donations, diaper drives and staffed by volunteers.



At this time we have, 7 Community Based distribution partners and 16 Shared Service Alliance members throughout Morris County servicing needy families.



Child & Family Resources distributed 52,034 diapers & wipes into the community. Of those, we distributed 7,285 diapers and 3,604 wipes to alliance members.



The Morris County Diaper Bank powered by Child & Family Resources raised \$360 to buy diapers to distribute into the community.



# PIPER M. OLSEN

## EXCELLENCE IN LEADERSHIP CONFERENCE

Piper Olsen was introduced to Child & Family Resources in the early 2000s as Director of HR and Finance at Warner-Lambert (now Pfizer). After becoming familiar with our work, she joined our Board of Directors and eventually served as President for 15 years. She later became Vice President of Client Services at Bright Horizons Family Solutions, aligning her work with our mission to support children and families. Although Piper left our Board in 2017 when relocating to North Carolina, she and her family continue to support CFR. She now focuses her passion for children's well-being on the Guardian ad Litem Program in Iredell County, NC.

The conference offers an outstanding opportunity for networking, learning, and collaboration with local professionals. Attendees from various regions gather to earn 4.5 hours of professional development in Leadership, Program Organization, and Management.

This conference is also offered in Spanish under the title "**Cuidando el Futuro - Una Conferencia de Desarrollo Profesional para la Proveedora.**" Recognizing the significant number of Spanish-speaking providers, centers, and childcare professionals in our region, this session provides a valuable opportunity for them to engage in professional development and enhance their skills in a language that is accessible to them.





# CHILD AND ADULT CARE FOOD PROGRAM (CACFP)

Child & Family Resources is the sponsoring organization which enters into an annual agreement with the Child and Adult Care Food Program office to assume administrative and financial responsibility for CACFP operations to Family Child Care providers. FCC providers participating in CACFP address the nutritional needs of children in their care and help combat the complex problems of obesity and being overweight. The partnership between CFR and the CACFP promotes the development of nutritional concepts in providing well-balanced meals and fostering sound eating habits that will impact the lives of children and providers.







# HOLIDAY SHOP



# 2023



**5 individuals provided monetary or toy donations & 12 organizations hosted toy drives to stock the Holiday Shop. Child & Family Resources raised \$535.**



**156 families & 82 children were given gifts!**



**We Ruffled off 2 bikes, 4 scooters, & various gift cards!**

[!\[\]\(17413706fd4997a1a4bdf85c6864eee1\_img.jpg\) \*\*2023 VIDEO\*\*](#)







# THANK YOU

teva

This year, Teva  
pharmaceuticals  
adopted

24 FAMILIES

that Child & Family  
Resources serves  
for our annual  
Holiday Shop!





# SHARED SERVICES ALLIANCE



A Shared Services Alliance is a membership organization with Early Care and Education providers who work together to become stronger, more accountable, and financially sound. Shared Services Alliances allow childcare providers to reduce costs, strengthen management, and build quality by sharing administrative functions with other organizations that provide the same programming.

By sharing resources, early care and education providers can improve the capacity to provide high-quality care and services for families in Morris County. Morris County's current Shared Services Alliance is made up of 7 Child Care Centers and 9 Family Child Care providers.





# '23 & '24 YEAR HIGHLIGHTS

*Some achievements of the Shared Services Alliance*



The Shared Service Alliance Steering Committee collected & donated school supplies for 64 Subsidy Client children through our BACK TO SCHOOL Event!



Little Bears of Dover hosted a Therapeutic Art Program. Walter Rodriguez, Shared Service Alliance Steering member of the Seen Shop, facilitated eight sessions for children who were 3 years and older. Through effective learning experiences & assessment, the children were able to reach various therapeutic goals to reduce challenging behaviors.



Sprouting Spuds, offered by Macculloch Hall Historical Museum to members of the alliance had a successful rollout. This program directly provides the children and teachers with educational opportunities raising awareness on healthy eating and living.

Distributed diapers, wipes, and pull-ups to Alliance Members, while collecting both funds and diapers for our Diaper Bank, resulting in a total of \$4,387.69.



**TOTAL PROGRAM SAVINGS OF MORRIS COUNTY ECE SHARED SERVICES ALLIANCE PROGRAMS:**

# \$104,093.89

\*MARKETING AND ADDITIONAL TECHNICAL ASSISTANCE FEES (not captured)\*



# S.H.I.N.E. GALA





# S.H.I.N.E. GALA

Every year, Child & Family Resources honors four outstanding educators who exemplify the spirit of CFR's mission and values and whose professional practice and advocacy for the profession are deemed exemplary.

If asked to reflect on which educator had the most significant impact, we can easily recall who that person was. They worked long hours, went out of their way to motivate and inspire students, and made personal sacrifices. All too often they are overworked, underpaid, and rarely appreciated.

In keeping with our mission to support the development of children and strengthen families, we recognize educators as essential partners. It is in this spirit that Child & Family Resources has created the S.H.I.N.E. (Serves, Helps, Inspires, Nurtures, and Excels) Award.

 [2024 VIDEO](#)





# CHILD DEVELOPMENT ASSOCIATION (CDA)

**Child & Family Resources offers a comprehensive training opportunity (120 hours) to assist candidates in obtaining their CDA credential.**



The Child Development Associate (CDA) Credential is the most widely recognized credential in early childhood education (ECE), and it is a key stepping stone on the path of career advancement in ECE. The CDA is based on a core set of competency standards that guide early childhood professionals toward becoming qualified educators of young children.



Earning the CDA Credential has many advantages, including motivating caregivers toward continuing education and providing a platform for professional and career opportunities. Many view the CDA Credential as an instrument for career advancement in the early childhood care and education profession. The Council works to ensure that it is a credible and valid credential, recognized by the profession as a vital part of a coordinated system of professional development.



As a result of an increase in demand from many public and private employers for qualified trained staff, the number of childcare providers applying for the CDA Credential has grown to nearly 15,000 annually. Furthermore, 49 states plus the District of Columbia incorporate the CDA Credential into their childcare center licensing regulations.



Over the course of 2023 to 2024, Child & Family Resources has had 27 English and 50 Spanish students in the CDA class.







# PROFESSIONAL DEVELOPMENT

## **Child & Family Resources offers Virtual Learning & On-Site Programs**

Online learning is being used more and more. It's an easy and comfortable way to achieve knowledge, especially when time is a challenge. Although many people still consider traditional in-person training as the best way to achieve knowledge, online learning proves to be a great alternative. You have the chance to study in your own time and at your own pace. On-Site Programs: These workshops are conveniently presented at your location, during a time that best meets your needs.





# CHILD CARE SUBSIDY PROGRAM

Our federal, state, and county governments partner with us to effectively allocate childcare funds to needy families. Child care services enable parents to get the education or training they need to access jobs. The availability of child care makes it possible for low-income or sole-support parents to take advantage of opportunities for advancement.




**In the fiscal year 2023,  
Child & Family Resources  
assisted with childcare  
payments for a total of  
2,220 children.**



**The amount of money  
spent in childcare  
assistance was  
\$19,109,285.66 for  
fiscal year 2023.**





**“ CFR is committed to supporting the development of children, by delivering high-quality, responsive, and dynamic professional development to enhance the lifelong learning of families, child care professionals, and the community. ”**

---

CHILD & FAMILY RESOURCES MISSION STATEMENT



# CONTACT US



**973-398-1730**



**111 Howard Blvd. Suite 104  
Mount Arlington, NJ 0786**



**info@cfrmorris.org**



**www.cfrmorris.org**

