



2024 - 2025

ANNUAL REPORT



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

CHILD & FAMILY RESOURCES

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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.

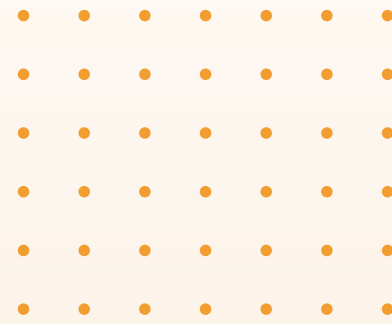
2024

CFR's 2nd Back to School fundraiser collected over 5,640 items, supporting 89 children and 47 subsidized families.

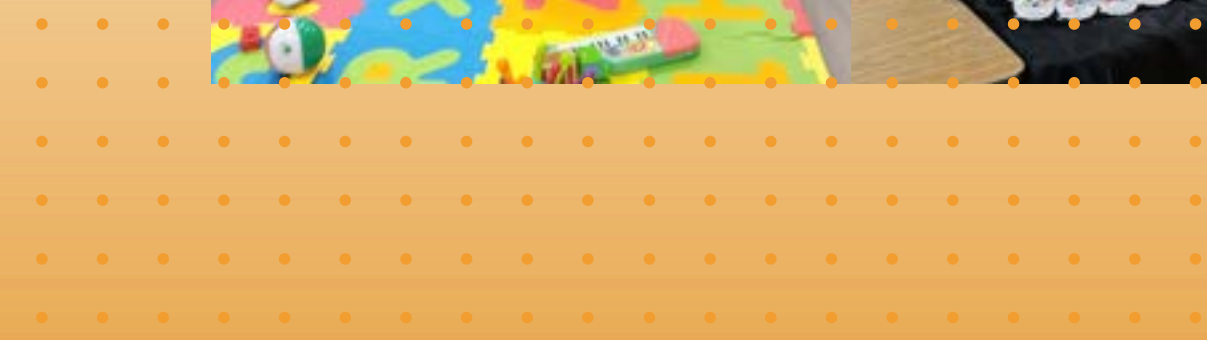
2025



COMMUNITY OUTREACH



Child & Family Resources is committed to strengthening our community through active engagement and partnership. Our team regularly attends local events, fairs, and gatherings to share information about our programs, services, and resources available to families and child-care providers. By collaborating with community partners, schools, businesses, and fellow non-profit organizations, we work to expand awareness, build meaningful connections, and ensure that families know where to turn for support. Through these ongoing outreach efforts, we strive to create a more informed, empowered, and connected community.



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.

DID YOU KNOW?

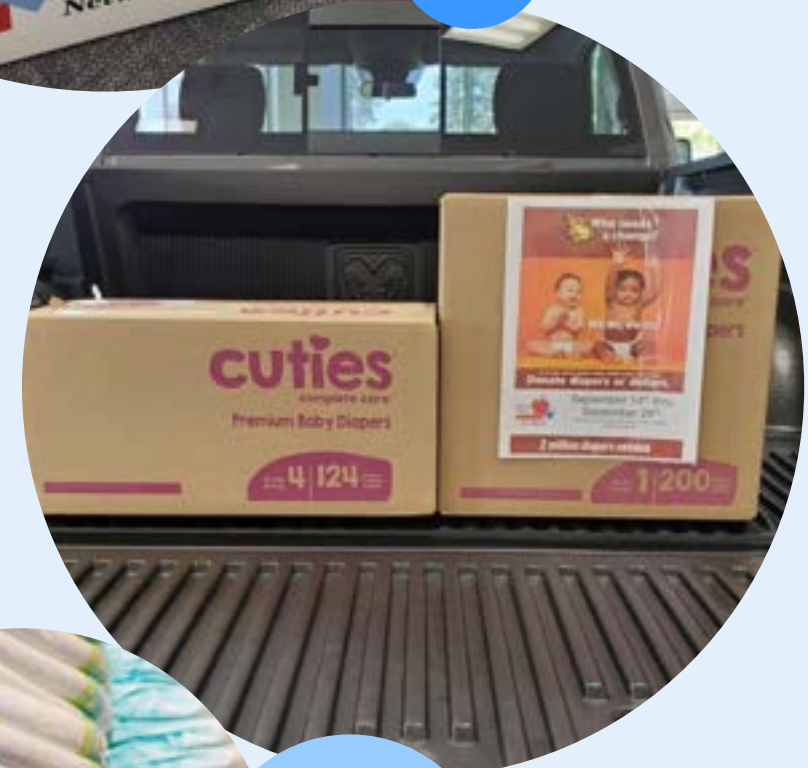


In poor and low-income families, a baby can spend a day or longer in one diaper, leading to potential health and abuse risks.

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).

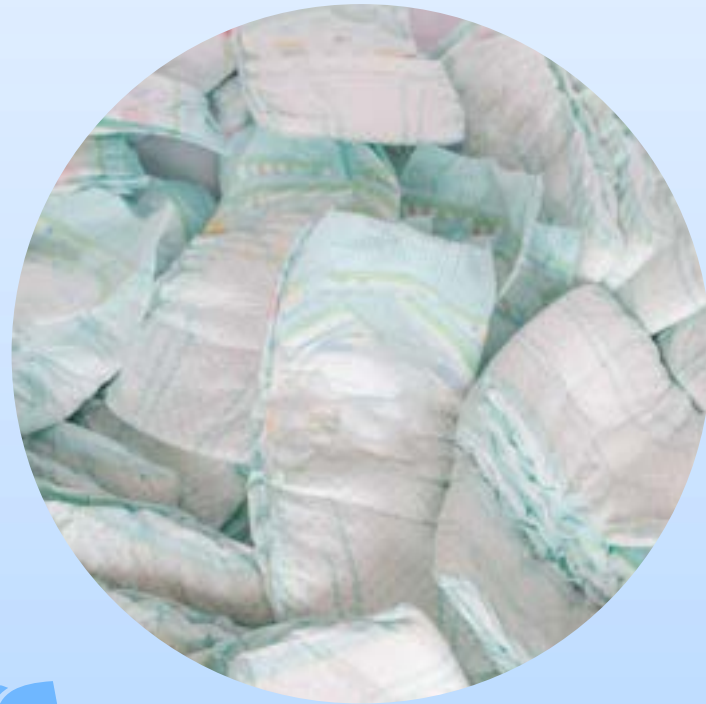


Because childcare centers require families to supply diapers, parents who can't afford them often lose access to childcare—hindering their ability to work or attend school and reinforcing the cycle of poverty.



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, 9 Community Based distribution partners and 17 Shared Service Alliance members throughout Morris County servicing needy families.



Child & Family Resources distributed 37,390 diapers & wipes into the community. Of those, we distributed 15,685 diapers and wipes to alliance members.



The Morris County Diaper Bank powered by Child & Family Resources raised \$520 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 serves as the sponsoring organization for the Child and Adult Care Food Program, entering into an annual agreement to oversee its administrative and financial responsibilities for participating Family Child Care providers. Through CACFP, FCC providers play a vital role in supporting children's nutritional needs and addressing the growing challenges of obesity and overweight conditions. The collaboration between CFR and CACFP strengthens providers' capacity to deliver well-balanced meals, reinforce healthy eating habits, and build lasting nutritional foundations that positively influence the wellbeing of both children and caregivers.





HOLIDAY SHOP

2024

HOLIDAY SHOP



6 Individuals provided monetary or toy donations & 12 organizations hosted toy drives to stock the Holiday Shop. Child & Family Resources raised \$1,275.



87 families & 207 children were given gifts!



House of Gold Salon in Randolph, NJ donated just shy of \$2,500 in toys!

Each holiday season, we are reminded of the challenges low-wage families face as they struggle to meet their children's basic needs. Since 2007, Child & Family Resources has worked to ease this burden by hosting an annual Holiday Shop. With the help of dedicated community partners who organize toy drives, fundraisers, and donation efforts, we gather new toys, books, pajamas, and stocking stuffers for families in need. Parents are then welcomed to shop for their children—ensuring every family leaves with meaningful gifts and a little extra joy for the season.

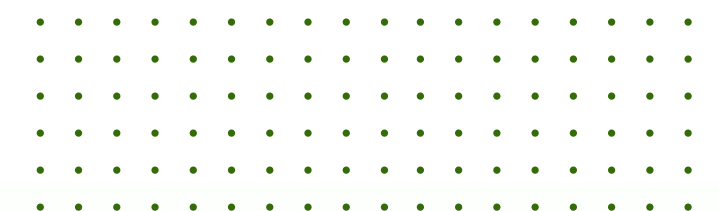
 [2024 VIDEO](#)





teva

THANK YOU

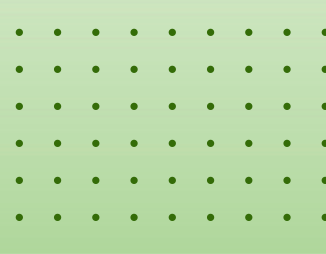


teva

This year, Teva pharmaceuticals adopted

31 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 8 Child Care Centers and 9 Family Child Care providers.



'24 & '25 YEAR HIGHLIGHTS

SOME ACHIEVEMENTS OF THE SHARED SERVICES ALLIANCE



The Social Emotional Well-Being Program expanded this year. The goal of the program was to reduce challenging behaviors in the classroom, support staff with intervention strategies, support staff retention, and prevent expulsion rates. **Five classrooms & four centers** participated in the Inclusive Classroom Profile, an assessment of preschool classrooms for inclusivity practices. Four classrooms in three centers participated in the Therapeutic Art Program, which included eight one-hour sessions, in preschool classrooms, working with the children and staff, aimed at reducing challenging behaviors with intervention strategies and to prevent expulsion rates.



The alliance continues to have support from our stakeholders. Macculloch Hall Historical Museum hosted an evening meeting for alliance members, with professional development provided by educators from Macculloch Hall and Zufall Health SNAP Ed. Alliance members learned about farming in Morris County during the 1800's and now. Participants left with resources, in English and Spanish and seeds to plant in their gardens.

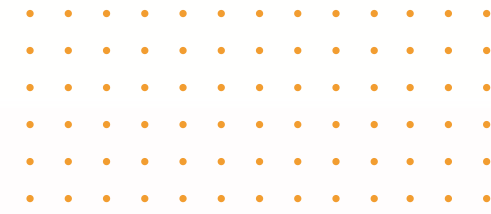


Members participated in the Morris Diaper Bank. **4,333 Diapers and 11,352 wipes** were distributed, while **7,444 diapers and 6,874 wipes** were donated by members and others. \$300 was donated and used to purchase diapers.

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

\$165,504.42

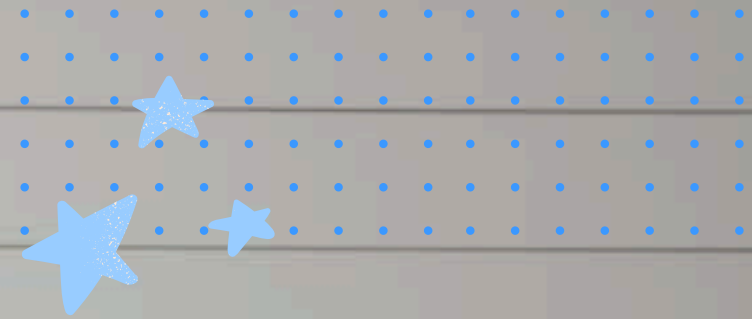
BACK TO SCHOOL



This back-to-school fundraiser was a joint effort by the Shared Services Specialist and the Family Engagement Specialist, who worked together to collect over **5,640 school-supply items** from stakeholders, community partners, and individual donors. As a result, **89 children in 47 subsidy families** received essential back-to-school supplies, with an average **value of \$95 per person.**

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.

[▶ 2025 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 2024 to 2025, Child & Family Resources has had 18 English and 46 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 2024,
Child & Family Resources
assisted with childcare
payments for a total of
2,431 children.**



**The amount of money
spent in childcare
assistance was
\$19,343,191.40 for
fiscal year 2024.**



“

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.

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CHILD & FAMILY RESOURCES MISSION STATEMENT

CONTACT US



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