

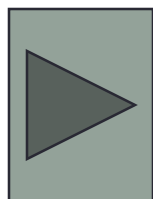
# 2023-24 ANNUAL MEETING

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## Child Care Connection



*We help put the care in child care.*



# VISION & MISSION STATEMENT

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## **Agency Mission**

Child Care Connection provides the tools and education to give each child the very best start in life.

## **Agency Vision**

At Child Care Connection, our vision is to ensure that every child is provided with a positive early childhood experience, and to become an exceptional model for child care resource and referral.

# Goals and Objectives

- To collect data on available child care in order to provide referrals for care to parents of children from birth to adolescence.
- To educate parents as consumers and to help parents choose appropriate child care.
- To explore, plan, promote and coordinate child care programs; to work toward expansion of child care options.
- To provide professional guidance, consultation, and technical assistance to child care programs in such areas as education, social services, health and nutrition, parent involvement, child abuse and neglect, and children with special needs.
- To advocate for high standards of programs and operation for existing and new group child care agencies or centers, family child care homes, and other types of child care.

# Goals (continued)

- To encourage, assist, and coordinate the efforts of existing child care programs to expand and strengthen their services.
- To cooperate with other community agencies, both public and private, to provide leadership, coordination, planning and training on the development and improvement of effective community child care agencies and personnel.
- To seek, receive, negotiate, and accept bequest, devises, gifts, contributions and grants, both public and private, to use and disburse the same to carry out the aforesaid purposes.

# Agency Highlights

Transition to new ED and directors of Finance/HR and Education Programs

Hired four new staff

Diversity, Equity & Inclusion Committee *Lunch & Conversation Sessions*

Full staff retreat

## **22<sup>nd</sup> Annual Provider Appreciation Event**

Thanksgiving food drive for HomeFront

Holiday gift drive for Womanspace, Inc.

Winter Clothing Drive for HomeFront

Annual staff picnic

## Community Support

- Trenton Stakeholders
- United Way Pledge Drive
- Monthly FCC provider gatherings
- Quarterly meetings with child care centers (PLAN)

## Collaborations

- One-Stop Career Center
- HomeFront diaper distribution partnership

## Advocacy:

- Mercer County HSAC Legislative Breakfast

## Fundraising Events:

- Annual Appeal = \$2,772
- Giving Tuesday = \$135



# Highlights (2)

## Leadership in CCR&R Services

**Child Care Connection continues as leader in national, state, and local organizations:**

**\*State**

- Child Care Aware-NJ
- Division of Family Development Child Care Development Fund (CCDF) Workgroup
- Family Connects-NJ

# Highlights (3)

## \* **Local**

- Mercer Co. Human Services Advisory Council
  - Government & Policy Committee
- Workforce Development Board (WDB)
  - Literacy Committee
- Trenton Stakeholders
- Ewing Township Emergency Management Council
- Trenton Maternal Health Stakeholders Group
- Community Advisory Network (Children's Futures)
- Family Connects-NJ

# Highlights (4)

## Conferences

- Opportunities Exchange 2023 Natl. Shared Services Technical Conf., Phoenix, Oct. 2023
- **Community Works, Virtual, January 2024\*\***
- New Jersey School-Age Care Coalition (NJSACC) Annual Conf., Princeton, Apr. 2024
- Aletha R. Wright Symposium on Early Care & Education, West Windsor, May 2024

*\*\*Planning Committee*





# Personnel

Staff	29*
Actual Positions	31
Vacancies	2
Resignations	1**
Retirements	1
New Hires	4
Terminations	1

*\*25 full-time; 4 part-time*

*\*\*Resignation includes new opportunity*



# Staff Development

- Blended Red Cross CPR/First Aid
- Workforce Solutions for Nonprofits
- Hazard-Mapping (NJ Work Environment Council Webinar)
- Making Good Noise: Provider Appreciation Day Media Training
- Preschool Expansion Webinar
- Clarity, Not Chaos: A New Direction for DEI
- Shield Your Nonprofit From Cyber Threats
- How to Create a Total Rewards Statement that Boosts Recruitment & Retention
- Three Reasons You're Not Raising More Money (and What to Do About Them)
- System for Administering Grants Electronically (SAGE) Training (DFD)
- Child Abuse & Neglect Mandated Reporting
- **Agency Staff Retreat: Connection, Community, Collaboration**
- Anti-Racism: Because "Not Racist" Is Not Enough
- Culture of Civility: Creating a Harassment-Free Workplace
- ECLI Subsidy Workshop Series (Rowan University): *Workplace Culture, DEI, Self-Development, etc.*
- Beating Procrastination
- Laws of Fundraising
- Six Signature Traits of Inclusive Leadership
- Managing Stress & Personal Wellbeing
- Using Communication Strategies to Bridge Cultural Divides
- Gaining a Positive Perspective on Feedback
- Maximizing Productivity by Managing Time & Tasks
- Understanding Unconscious Bias
- Administrative Support: Working in Partnership with Your Boss
- Managing Your Career – You & Your Boss
- Sharpening Your Focus to Stay on Track
- How Culture Impacts Communication
- Creating Culture
- Resolving Conflict
- Building Trust & Commitment
- Leadership Challenges
- Adaptability in the Workplace
- Outdoor Play in Family Child Care: Why It's Important & How to Support It
- What is "School Readiness"
- Raising Emotionally Resilient Kids
- Supporting Learning Through Play
- The Role of FCC Providers on Supporting Early Relational Health
- Self-Care in Family Child Care
- Play & Learning
- Mindfulness & Self-Care for FCC Providers
- Supporting Children's Social-Emotional-Relational Development in Family Child Care
- Connect & Move: Rainbow Walk, Nature BINGO, and The Walking Classroom
- All You Need to Know About Licensing
- Supporting Informal STEM Learning by Encouraging Youth Voice & Integrating Role Models
- Shifting the Paradigm
- Maintaining a Positive Workplace Culture
- Professional Resilience
- Equitable Family Engagement: How to be an Ally
- Workplace Professionalism
- Tips, Tricks, Tools: Strategies for Training Adult Staff
- Everyday Resilience Attitudes
- Excel 2



# Staff Development (continued)

- Stabilizing Staffing for Full Enrollment
- Play: It's Not Just for Fun
- Technology & Automation for Child Care Centers
- Systems Mindset for Coordinators
- Increasing Cultural Humility: Dealing with Diversity
- Human Resources Management for Coordinators
- Time Management
- Financial Management for Center Success: Budgeting, Tracking Income, Expenses, and More
- Business Marketing Management for Coordinators
- Application of Trauma-Informed Practices
- *Grow NJ Kids* Module Overview
- Application of Play
- Leadership in Action: Takeaways from ECLI's First Fellowship Cohort
- Zero to Three: *The Growing Brain* Trainer Support – Home-Based Care
- Final Reflection for Applied Fellowship in Infant and Early Childhood Mental Health
- ITERS-3 In-Depth Training
- Early Relational Health is Everyone's Business
- Exploring Power and Advocacy in Early Childhood Systems
- FCCERS-3 In-Depth Training
- NJCCIS ITSN Module Overview
- Understanding Children's Behavior: Supporting the Individual Needs of Infants & Toddlers (Parts 1 & 2)
- Psychological Safety in the Workplace
- Strengthening Business Practices: Train the Trainer
- The ASQ-3 Developmental Screening Tool
- Train the Trainers: Bringing the Protective Factors Framework
- Business 101: Increasing Enrollment, Retention, & Profit
- CompTIA A+ Certification, 9-Part Training Series (i.e., *Printers & Mobile Devices, Network Fundamentals, Security Threats, etc.*)

# Community Events, Job Fairs, & Visibilities

Capital-Area YMCA Healthy Kids Fair

**Capital Health Baby Shower Event**

Capital County Children's Collaborative: Summer  
Camp & Teen Job Fair

Mercer County Victim/Witness Advocate  
Resource Fair

Mercer Co. Family Support Org. Resource Fair

Parent Café Events

Lawrence Township *Trunk-or-Treat* Event

Hamilton High School Holiday Craft Fair

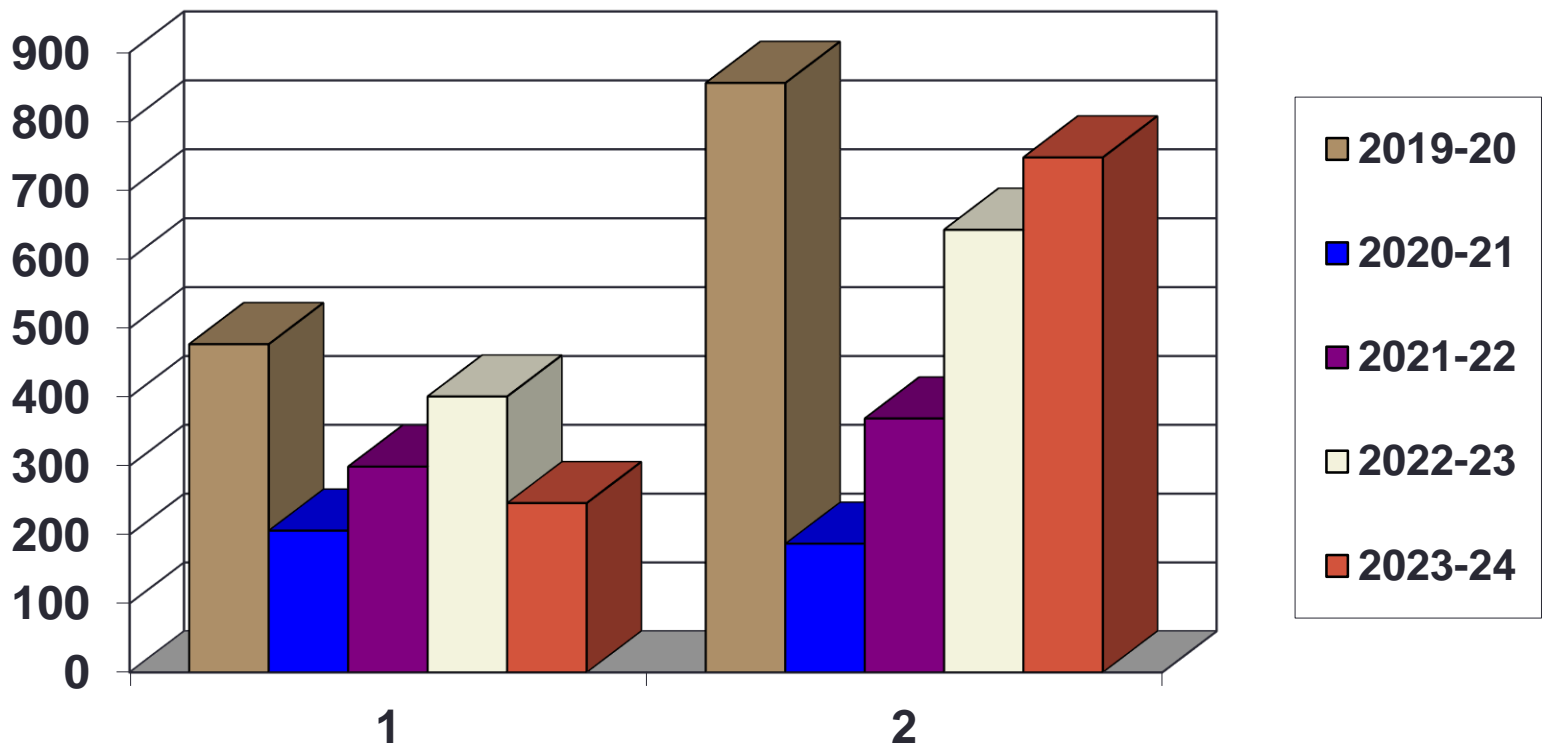


# Resource & Referral Programs

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Community	819*	477*	206*	299	401	246
WFNJ	1166	856	187**	369	643	748

***\*\*COVID-19 reinstated mandated activities for TANF customers effective February 2022, but many activities are still remote, which affects the need for child care.***

# Referral Department



# Work First NJ Statistics

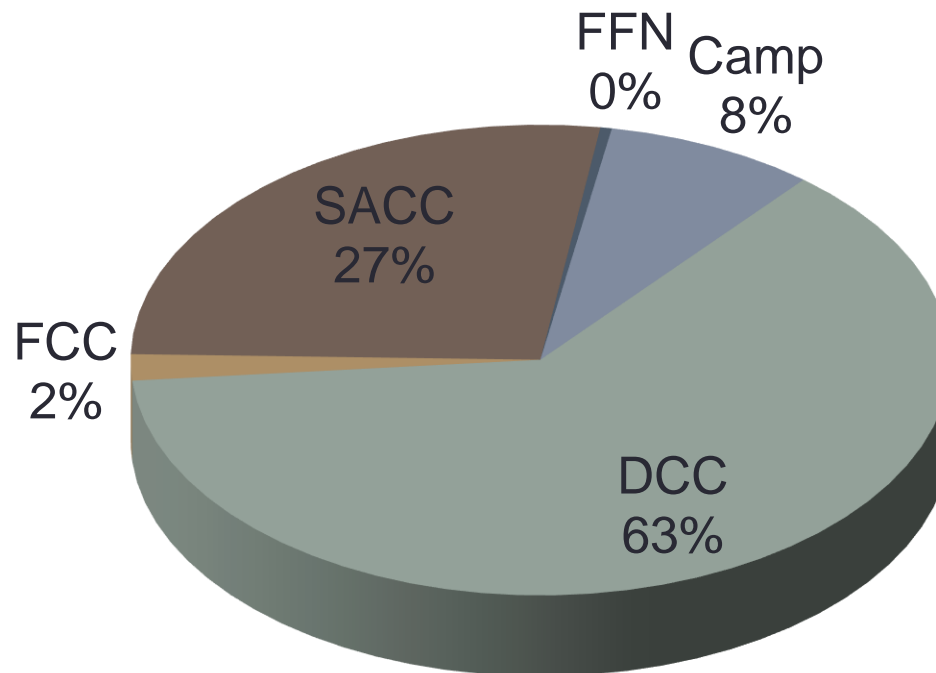
	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Total Participants Counseled*	1154	890	196	369	643	843
Total Placements**	1146	717	180	349	543****	446
Day Care Centers	725	447	112	213	331	278
Family Child Care	26	20	10	16	15	8
School-Age Care	247	154	45	96	115	120
FFN	1	0	0	0	2	2
Summer Camp	126	90	11	24	78	37
Drop-In	19	6	2	0	2	1
FFN Inspections	1	0	0	11	2	2
Total Homes Approved	1	0	0	4	1	1

\*Extensions are no longer included in this total as it was in previous years. Extensions total 126 for 2023-24.

\*\*Neither NACCRRWare nor WLS compute multiple placements for the same type of care within the same family.

\*\*\*COVID-19 instruction removed the mandatory activities for TANF customers, thus reducing the number of referrals from the County Board of Social Services drastically for fiscal years 2020 and 2021.

\*\*\*\* NACCRRWare was phased out on 7/29/22; WLS was implemented beginning on 8/1/22.





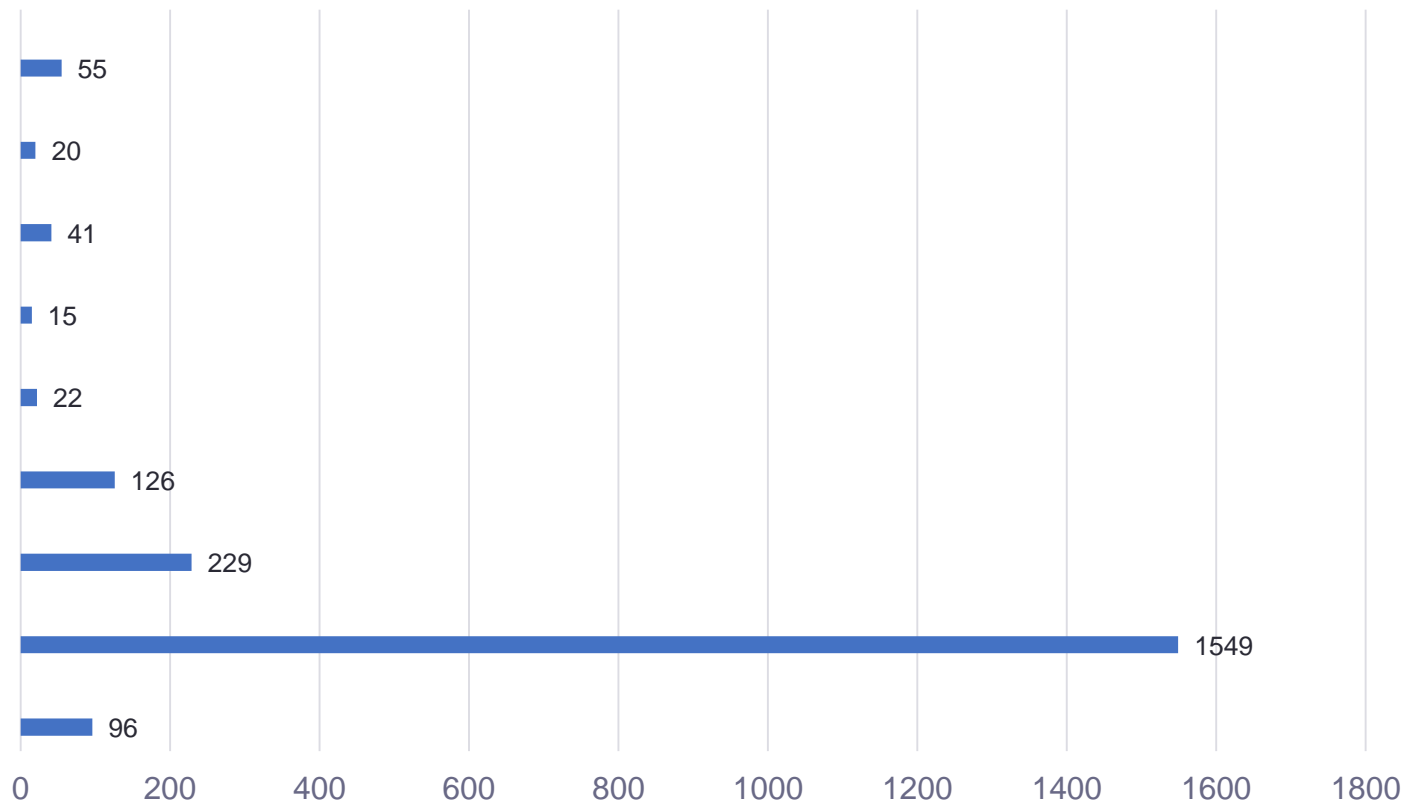
# Child Care Assistance Program

	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
• Total Children Served	3,314	2,610	2,279	1,523	1,920	2,098



# Subsidy Programs

P/TCC	CCAP	CCVC	CPS	KIN	PACC	HOML	WRAP	MCVP
96	1549	229	126	22	15	41	20	55



# Technical Assistance



	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Technical Assistance Calls	14,971	11,297	11,628	12,556	10,945	6,687**
ECC Technical Assistance Calls/Training	2,837	1,534	501	630	286***	273***
ECC Trainings	42	4	12	5	***	***
TA Visits	5,242	3,941	7*	345*	63****	1,454****
Enhanced TA	12	8	22	9	12	32

**\*COVID-19 pandemic affected this number, as office had been closed to the public for part of the reporting year.**

**\*\*Breakdown: 4,869 TA calls; 46 Referral Supportive Services; 1,281 WFNJ case management; 395 case manager contact; 96 provider TA**

**\*\*\*Since transitioning to WLS database in 8/2022, ECC TA and ECC Training are combined.**

**\*\*\*\*Not counted individually in WLS.**



# Resource Development

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
FCC Orientation Participants	55	42	41	30	32	53
Annual Conference Participants	240	240	N/A	101	161	0*

*\*Event was canceled in 2023.*



# Resource Development Statistics

	<b>2018-19</b>	<b>2019-20</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>	<b>2023-24</b>
WFNJ Home Approval Visits	1	0	0	0	2	2
NJCK Home Approval Visits	4	15	9	11	8	6
FCC Registration-Mercer:						
Newly Registered	7	3	3	2	4	4
Renewals	7	5	11	7	5	5
Monitoring	34	40	24	33	34	36
Providers Voluntarily Term.	8	9	3	3	3	3
Total Current FCC Providers	36	28	25	24	26	27

## ECIPD Training

	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
Professional Dev. Sessions	2	1	3	24	13	15
Participants	14	4	43	166	103	94
FCC-Specific Training	19	20	23	23	29	30
Participants	116	70	88	70	74	63
Center-Based On-Site Trng.	11	4	0	1	5	3
Participants	221	78	0	19	87	25
Strengthening Families Init.	6	1	NA	NA	NA	NA
Participants	31	9	NA	NA	NA	NA
Infant/Toddler Training	13	11	11	12	16	8
Participants	105	80	83	77	101	47
CPR	20	10	14	12	14	12
Participants	94	64	50	38	61	39
CCDBG Mandated Trng.	32	25	0	0	0	0
Participants	170	113	0	0	0	0
Grow NJ Kids In-Service	3	4	3	3	1	10
Participants	22	33	30	26	11	113
CDA Series Classes	25	34	4	2	22	24
Participants	253	240	9	4	200	196
TIPS	2	2	0	0	2	NA
Participants		30	32	0	12	NA
Total Sessions	133	112	58	77	102	102
Total Participants	1,056	723	303	400	649	577

# Grants

FY 2024

County of Mercer

\$95,307

**Total From Grants**

**\$95,307**

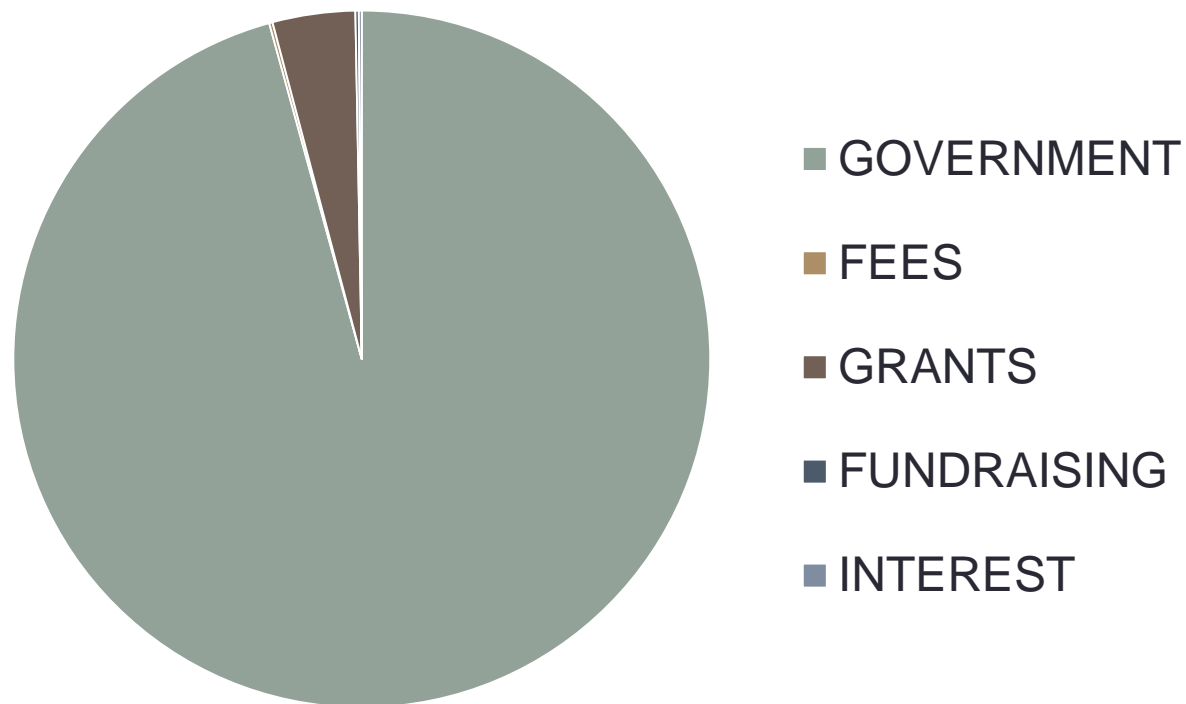


# Agency Funding Sources

	<b>FY 2023</b>	<b>FY 2024</b>
Government	\$2,229,919	2,380,858
Interest	\$ 400	3,409
Fees	\$ 12,933	3,906
Grants	\$ 80,050	95,307
Fund-Raising/Donations	\$ 6,878	3,896
Scholarship		4,000
<b>Total</b>	<b>\$2,379,040</b>	<b>2,491,376</b>



# Agency Funding Sources



# The End

