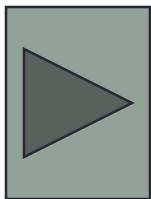


2024-25 ANNUAL MEETING

Child Care Connection



We help put the care in child care.

VISION & MISSION STATEMENT

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

Hired seven new staff members

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

Full staff retreat

Take Our Daughters & Sons to Work Day Event

23rd Annual Provider Appreciation Event

Thanksgiving food drive for HomeFront

Holiday gift drive for Womanspace, Inc.

Annual staff picnic

Kitchen Renovation

Annual Conference Event

SOP Updates

Community Support

- Trenton Stakeholders
- 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 = \$1,834
- Giving Tuesday = \$170



Highlights (4)

Conferences

- *Child Care Connection Conference for Early Care & Education*, West Windsor, Oct. 2024
- *Community Works*, West Windsor, January 2025**
- *New Jersey School-Age Care Coalition (NJSACC) Annual Conf.*, Princeton, Apr. 2025
- ***Aletha R. Wright Symposium on Early Care & Education*, West Windsor, May 2025**

**Planning Committee



Highlights (2)

Leadership in CCR&R Services

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

*State

- Child Care Aware-NJ (and associated workgroups/committee participation)
- Division of Family Development CARES 2.0 Workgroup
- Family Connects-NJ
- Infant/Toddler Specialist Network (ITSN) Protocols Development & Revisions Work Group
- Resilient New Jersey Collaborative (NJDCF/Office of Resilience)
- Early Childhood Leadership Institute (ECLI) Directors' Community of Practice

Highlights (3)

* Local

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



Personnel

Staff	28*
Actual Positions	32
Vacancies	4
Resignations	4**
Retirements	2
New Hires	7
Terminations	2

**27 full-time; 1 part-time*

***Resignation includes 2 new opportunity; 2 pursuing other interests*



Staff Development

- Conducting & Documenting Family Child Care Inspections
- Fraudulent ID Training
- Team-Building & Wellness
- Connecting with Special Client Populations
- Domestic Violence & Its Impact on the Family
- Creating a Sense of Belonging
- Inclusive Support Strategies for Families with Children w/Disabilities
- **Agency Staff Retreat: Connections**
- New Supervisor Fundamentals
- Developing Critical Thinking
- Job Satisfaction: Why People Hate Their Jobs
- Employee Engagement: How to Improve Engagement at Work
- Preparing for the Future of AI in the Workplace
- *People First* Strategies for Retaining & Supporting Non-Profit Employees
- Scope of Customer Service
- Excellence in Customer Service
- Culture of Civility in the Workplace
- Anti-Racism: Because "Not Racist" is Not Enough
- Harassment-Free Workplace
- Using Pyramid Model Practices to Promote Social and Emotional Competence in Young Children and Reduce Expulsion and Other Exclusionary Practices
- Excellence in Customer Service
- The Daycare Myth: Dan Wuori's Myth-Busting Blueprint for Change
- How Infants and Toddlers Learn
- Who Infants and Toddlers Are
- When Infants and Toddlers Feel and Grow
- The Growing Brain Community of Learners
- Using Zoom to Engage
- Getting and Keeping Insurance for your EC Program
- Optimize Your Preschool Program's Operations with Entrepreneurial Strategies
- Let's Celebrate! Incorporating Different Cultures and Backgrounds in the Early Childhood Experience
- Train the Trainer Series – Supporting Dual-Language Learners and Building Cultural Responsiveness, Strengthening Business Practices, *NJ Preschool Teaching and Learning Standards* Overview, *NJ Birth to Three Learning Standards* Overview,
- Early Childhood Leadership Institute respective professional development per role
- Training Across Generations (T.A.G.)
- Adult & Pediatric First Aid/CPR/AED
- The Importance of Play in the Early Childhood Classroom
- Social Media and Its Effects on Early Childhood Development
- NJ Shared Services Coordinator Sessions – Strategic Planning, the ECE Business Model, HR Management, Financial Management, Marketing
- The Growing Brain: Train-the-Trainer
- FCCERS-3 and ECERS-3 Accountability Sessions
- DFD Executive Child Care Leadership Training Series
- Executive Director/CEO Peer Circle (Non-Profit Connect NJ)
- The Power, Responsibility, & Joy of Nonprofit Leadership



Community Events, Job Fairs, & Visibilities

Capital-Area YMCA Healthy Kids Fair

Capital Health Community Baby Shower Event

Parent Café Events

Pennington Day

Books, Balls, & Blocks Events

NJ Annual Conference on Out-of-School Time
(Showcase Alley)

Capital County Children's Collaborative Spring
Family Fest & Resource Fair

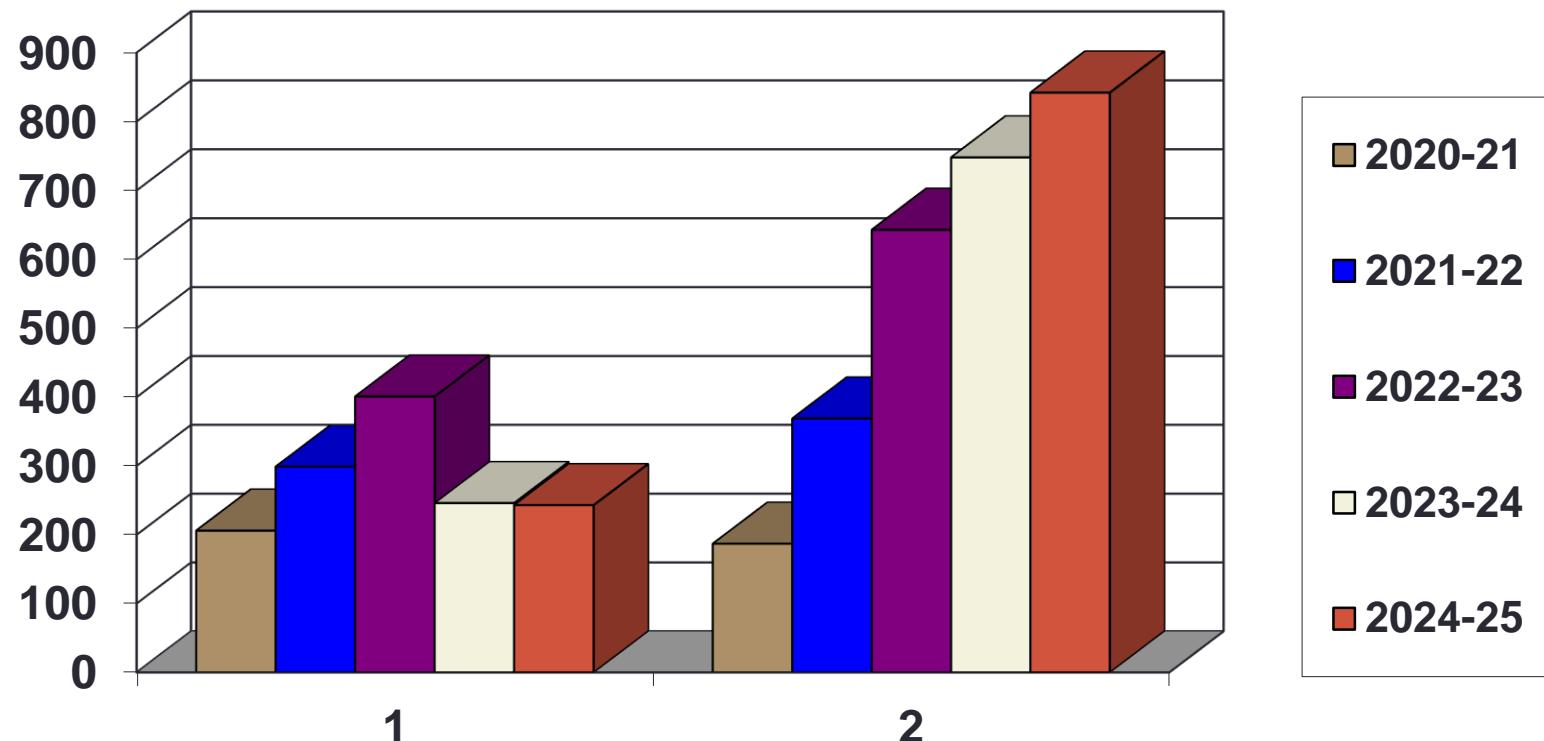


Resource & Referral Programs

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Community	477*	206*	299	401	246	243
WFNJ	856	187**	369	643	748	842

****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

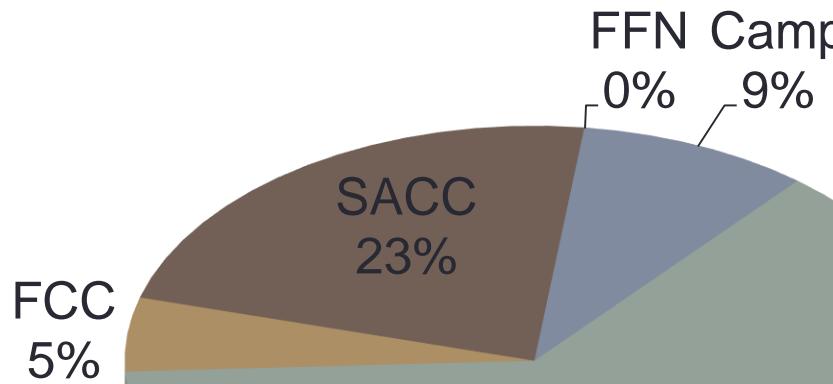
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Total Participants counseled*	890	196	369	643	843	782
Total Placements**	717	180	349	543****	446****	513****
Day Care Centers	447	112	213	331	278	324
Family Child Care	20	10	16	15	8	26
School-Age Care	154	45	96	115	120	116
FFN	0	0	0	2	2	0
Summer Camp	90	11	24	78	37	47
Drop-In	6	2	0	2	1	0
FFN Inspections	0	0	11	2	2	0
Total Homes Approved	0	0	4	1	1	0

*Extensions are no longer included in this total as it was in previous years. Extensions total 60 for 2024-25.

**Neither NACCRRAware 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.

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



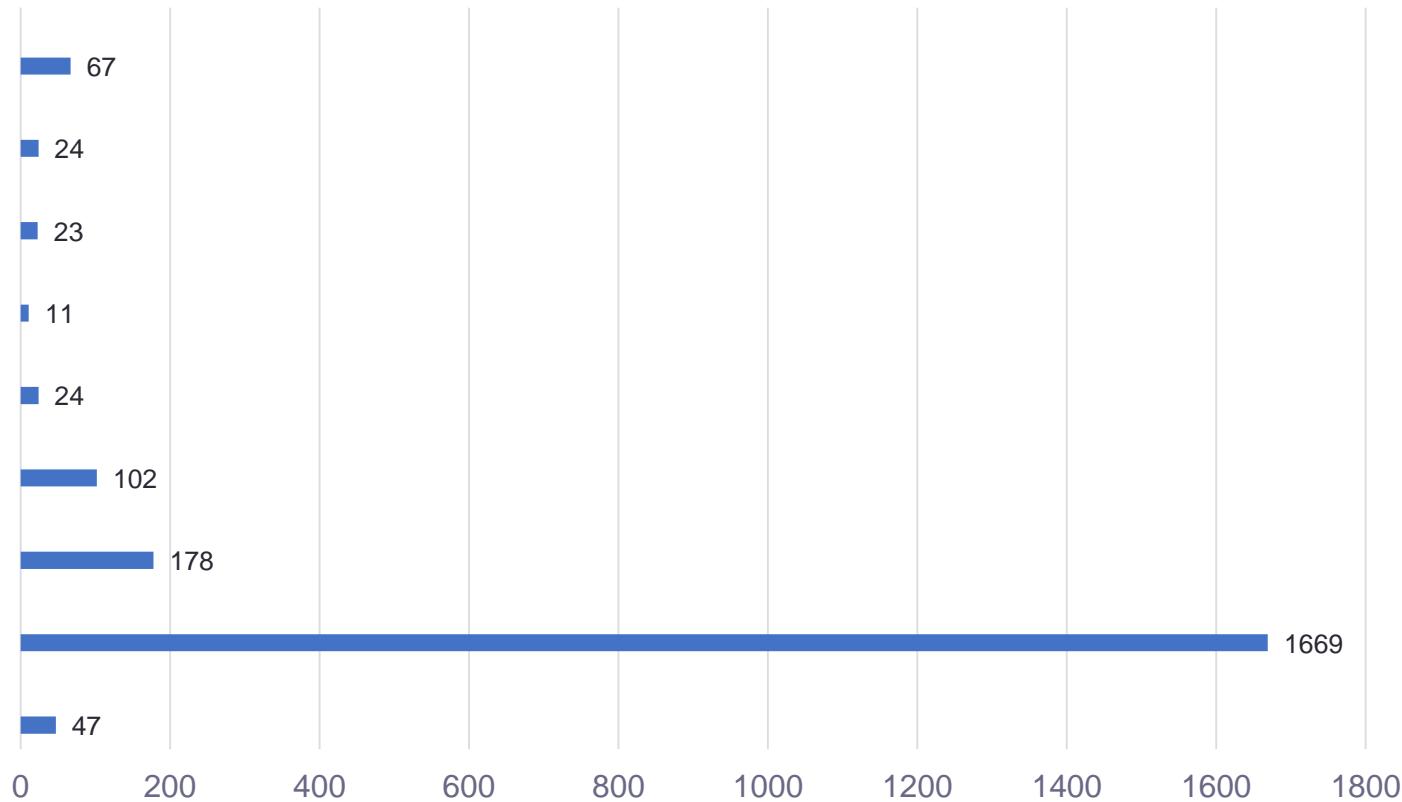
Child Care Assistance Program

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
• Total Children Served	2,610	2,279	1,523	1,920	2,098	2,078



Subsidy Programs

P/TCC	CCAP	CCVC	CPS	KIN	PACC	HOML	WRAP	MCVP
47	1669	178	102	24	11	23	24	67



Technical Assistance



	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Technical Assistance Calls	11,297	11,628	12,556	10,945	6,687**	7,785**
ECC Technical Assistance Calls/Training	1,534	501	630	286***	273***	386***
ECC Trainings	4	12	5	***	***	***
TA Visits	3,941	7*	345*	63****	1,454****	1,243****
Enhanced TA	8	22	9	12	32	7

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

**Breakdown: 4,796 TA calls; 15 Referral Supportive Services; 2,049 WFNJ case management; 474 case manager contact; 186 provider TA

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

****Not counted individually in WLS.



Resource Development

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
FCC Orientation Participants	42	41	30	32	53	58
Annual Conference Participants	240	N/A	101	161	0*	75**

**Event was canceled in 2023*

***This is now a one-county conference event*



Resource Development Statistics

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
WFNJ FFN Visits	0	0	0	2	2	0
NJCK FFN Visits	15	9	11	8	6	5
FCC Registration-Mercer:						
Newly Registered	3	3	2	4	4	8
Renewals	5	11	7	5	5	6
Monitoring	40	24	33	34	36	36
Providers Voluntarily Term.	9	3	3	3	3	2
Total Current FCC Providers	28	25	24	26	27	29
Total Current FFN Providers						5

ECIPD Training

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Professional Dev. Sessions	1	3	24	13	15	15
Participants	4	43	166	103	94	137
FCC-Specific Training	20	23	23	29	30	19
Participants	70	88	70	74	63	30
Center-Based On-Site Trng.	4	0	1	5	3	2
Participants	78	0	19	87	25	58
Strengthening Families Init.	1	NA	NA	NA	NA	NA
Participants	9	NA	NA	NA	NA	NA
Infant/Toddler Training	11	11	12	16	8	5
Participants	80	83	77	101	47	36
CPR	10	14	12	14	12	17
Participants	64	50	38	61	39	85
CCDBG Mandated Trng.	25	0	0	0	0	0
Participants	113	0	0	0	0	0
Grow NJ Kids In-Service	4	3	3	1	10	17
Participants	33	30	26	11	113	188
CDA Series Classes	34	4	2	22	24	3
Participants	240	9	4	200	196	27
TIPS	2	0	0	2	NA	NA
Participants	30	32	0	12	NA	NA
Total Sessions	112	58	77	102	102	78
Total Participants	723	303	400	649	577	561

Grants

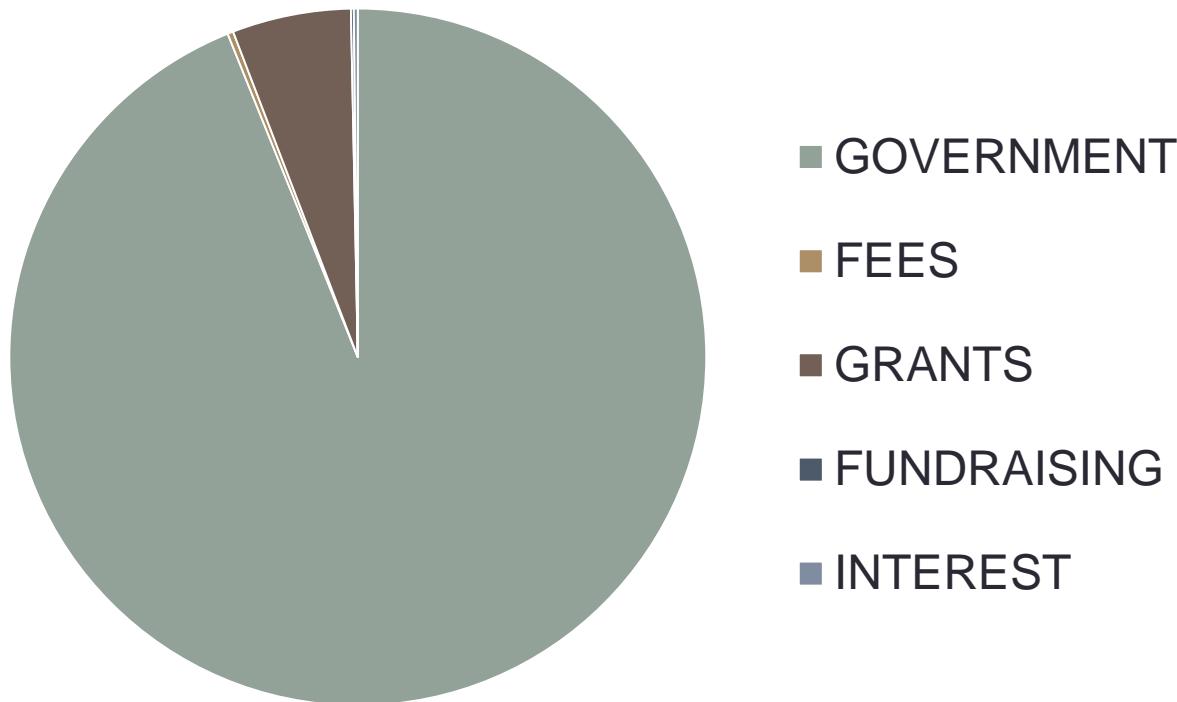
	FY 2024	FY 2025
County of Mercer	\$95,307	\$158,000
Total From Grants	\$95,307	\$158,000



Agency Funding Sources

	FY 2024	FY 2025
Government	\$2,380,858	2,514,494
Interest	\$ 3,409	5,263
Fees	\$ 3,906	7,664
Grants	\$ 95,307	158,000
Fund-Raising/Donations	\$ 3,896	3,755
Scholarship	\$ 4,000	3,750
Total	\$2,491,376	2,692,926

Agency Funding Sources



The End

