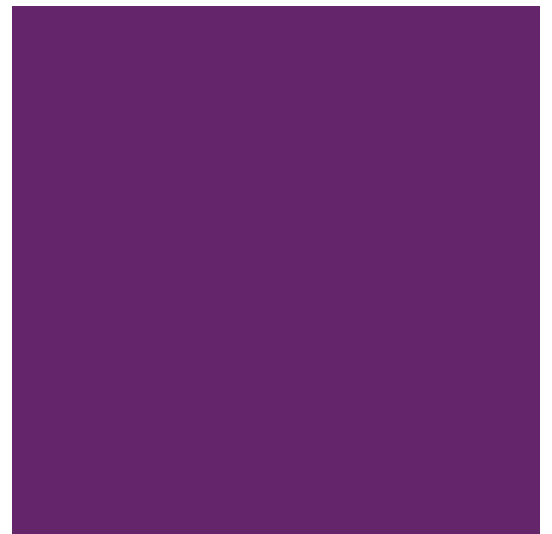


Community
Connections
for Children

2024

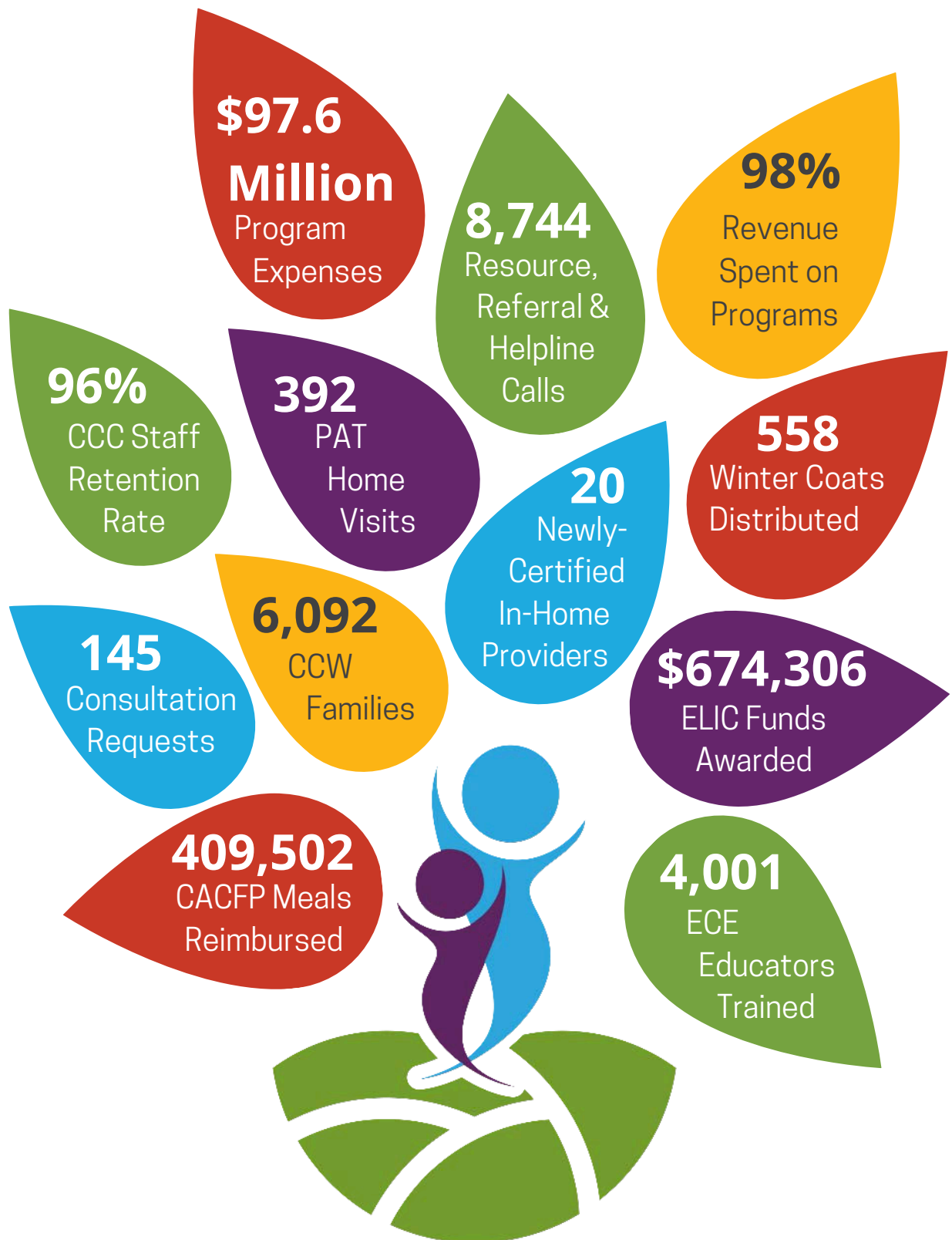
ANNUAL REPORT

Supporting children, families, and communities for over 35 years



WWW.CCCFORPA.ORG

BY THE NUMBERS



MESSAGE FROM OUR BOARD

What a successful year it has been for CCC! From participating in over 45 events and conferences throughout the region geared towards increasing community outreach and awareness on the importance of early learning resources, to spearheading the first of its kind ECHO program in York County, CCC has continued to bring innovative programs, tailored trainings, and additional childcare opportunities to families in the regions it serves.

Collaboration with OCDEL continues to be strong, with them replicating the Rapid Response program developed and implemented by CCC and York/Adams Early Intervention in 2017 across the state. This program supports children with developmental delays and/or behavior challenges and teachers to increase success and reduce suspensions and expulsions.

The Child Care Works (CCW) program, which helps low-income families pay for childcare, served 9,600 children throughout seven counties. The food program provided over 409,500 meals to children enrolled in 80 programs. Resource and Referral, along with the CCW Helpline served the community with 8,744 requests for information and referrals. The Parents as Teachers program provided nearly 400 home visits. CCC supported 20 individuals in becoming DHS Certified home-based family providers and successful small business owners.

CCC's Keystone STARS department supported 105 programs in improving their quality through moving up one or more STAR levels, provided coaching, mentoring, and professional development to over 4,000 early childhood educators, and distributed over \$1.4 million in grants.

Educating others on the importance and impact of early childhood education continues to be a value driver for CCC. As an example, this past year we collaborated with the regional county prison to provide information on programs such as CCW and PAT, showing our commitment to making our expertise in early childhood education available to everyone within the community.

Continued success at Give Local York sheds light on our program awareness within the community. Looking ahead, we encourage the community to continue to stay involved as we connect families to resources, collaborate with early childhood education programs across the region, and engage with the community to create a foundation for children to be successful in life.

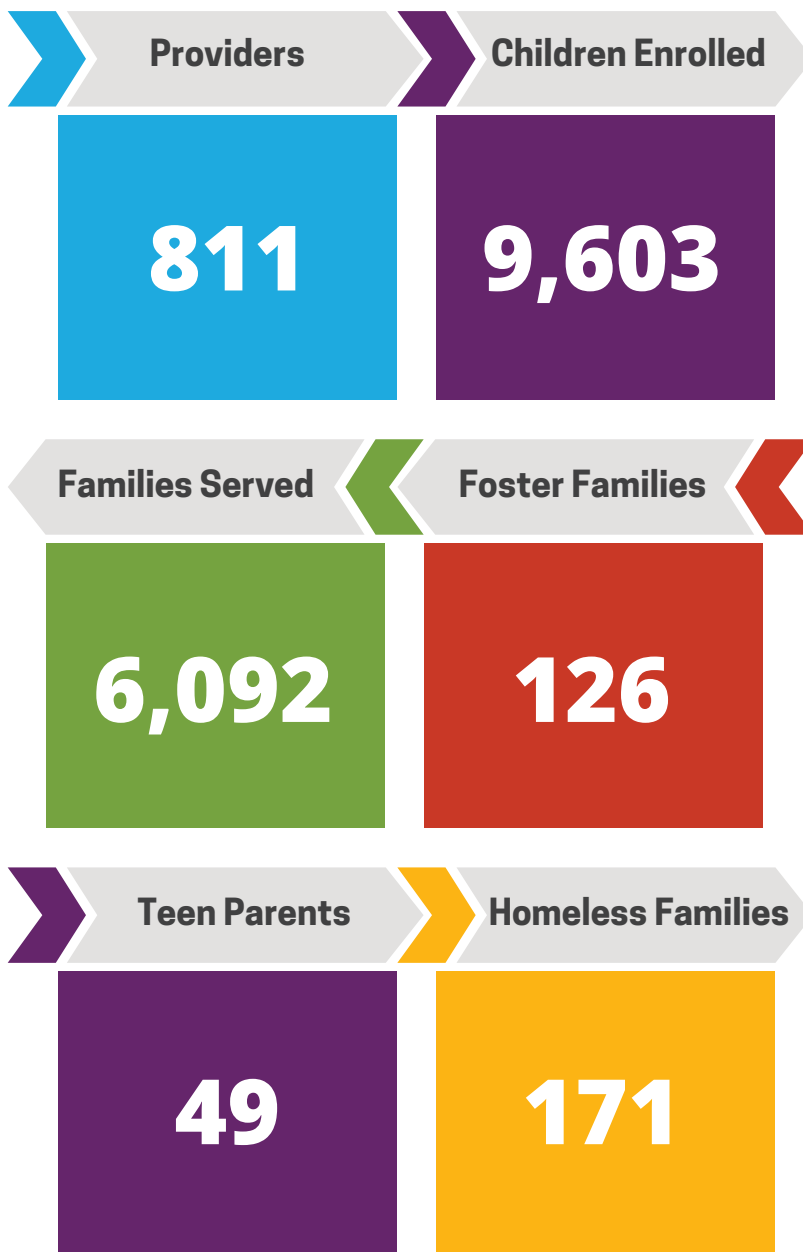
Bakhtavar Mody Wykpisz
Board President



CHILD CARE **WORKS**

Child Care Works (CCW) provides financial assistance to low-income working families meeting certain income guidelines. Reimbursements are paid directly to the child care provider based upon age of the child and their attendance. Community Connections for Children administers the CCW program for seven Pennsylvania counties.

The 2023-2024 fiscal year brought continued changes and developments to the CCW program. Updated provider agreements were implemented for all active providers. No child or family experienced a waiting list in any of our counties served.



COMMUNITY ENGAGEMENT

COMMUNITY EVENT PARTICIPATION

31

Events

including community resource fairs, playground events, and much more

14

Meetings

introducing and sharing our resources to prospective partners and community members



Operation Warm

Operation Warm is a national nonprofit that manufactures brand-new, high-quality coats and shoes for children in need.

For the fourth year, Community Connections for Children collaborated with Operation Warm to distribute **588 winter coats** to our partners.



Community Aid Partnership

Beginning in 2024, Community Connections for Children became a partner organization with Community Aid. The reciprocal relationship provides funds to CCC through item donations at Community Aid stores, as well as a platform for CCC to connect to populations in need.

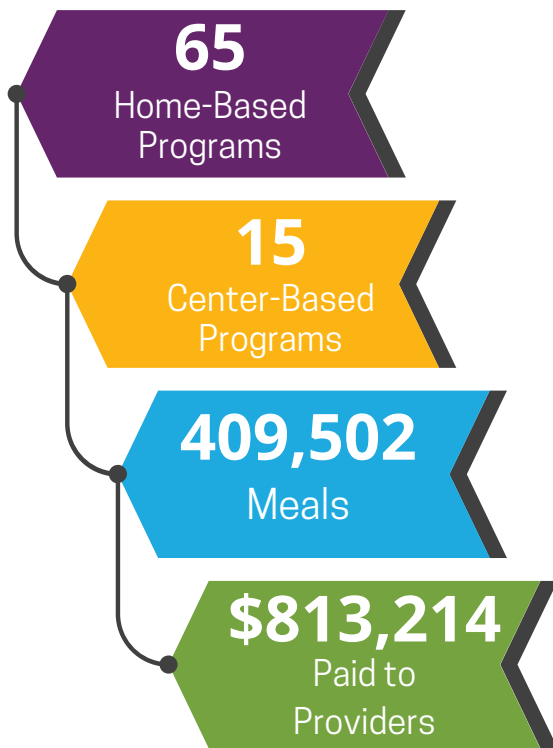


COMMUNITY SERVICES

“ I am beyond thankful and grateful for the community, support, and fun and love of learning and resources for my kids. It means a lot to me as a mom. ”

- PAT Participant

CHILD & ADULT CARE FOOD PROGRAM



RESOURCE & REFERRAL

3,745 Referral Requests

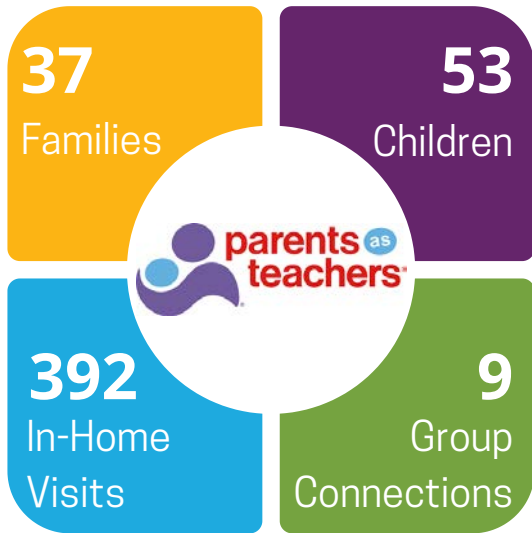
Top Information Requests

- Head Start Programs
- Pre-K Counts Programs
- Housing & Rental Assistance
- Keystone STARS Programs
- LiHEAP - Energy Assistance
- SNAP Benefits

4,999 Helpline Calls



COMMUNITY SERVICES

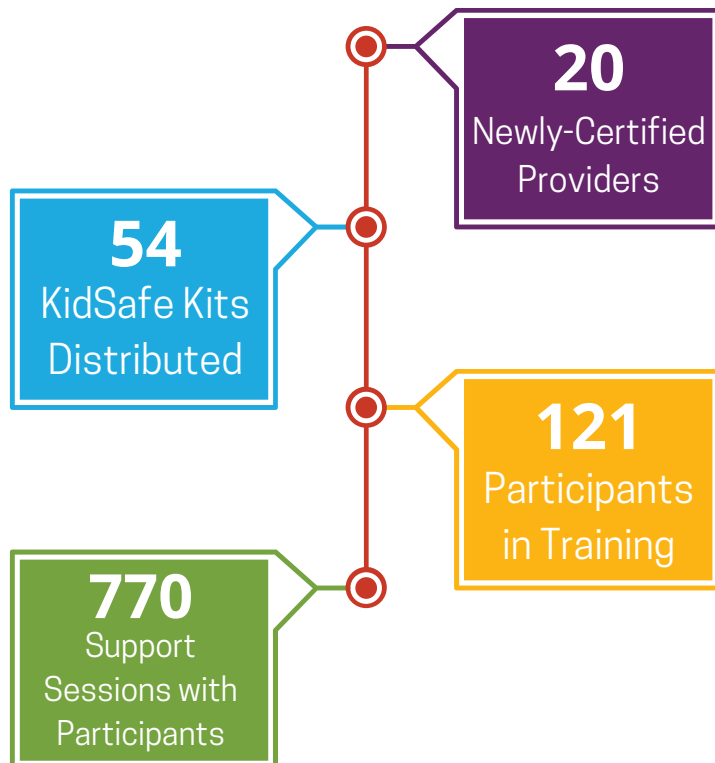


PARENTS AS TEACHERS (PAT)

Community Connections for Children continues to serve as a grantee for the Parents as Teachers evidence-based home visitation program. The purpose of the program is to support families as their child's first teacher to ensure their child's healthy development.

CCC's PAT program increased staffing from two parent educators to three. This enabled us to expand services to children and families and conduct nearly 150 more visits than in prior years.

CHILD CARE RECRUITMENT & SUPPORT SERVICES



KEYSTONE STARS

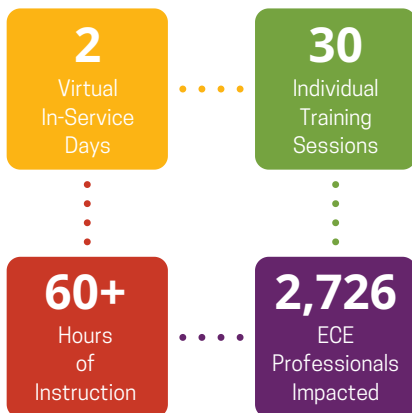


Inclusion Support & Coaching



Inclusion Support and Technical Assistance coaches have been able to support providers with on-site and continuous coaching, focusing on building positive relationships and increasing knowledge in the workforce.

Professional Development



Ongoing professional development is a core resource for early childhood educators. Coaches provide attainable and effective training throughout the year.



Quality Improvement

105 early childhood education programs across 13 counties achieved higher STAR levels with the assistance of quality coaches.

Communities of Practice



Communities of Practice offer the opportunity to learn, discuss, and connect with other providers, all while earning professional development hours.

CQI Awards



Continuous Quality Improvement Awards were available to eligible early education programs to support increased program quality, as well as teacher retention and education.



KEYSTONE STARS

Exciting new opportunities and programs are on the horizon for FY 2024-25 and beyond for early learning programs and their quality improvement journeys.



Outdoor Learning Environment Pilot Project

Community Connections for Children is introducing an Outdoor Learning Environment (OLE) Pilot Project to support childcare programs in enhancing their outdoor learning environments and nature-based early childhood education practices. The OLE Pilot Project aims to expand the quantity and quality of nature play for children in childcare settings.



Rapid Response

Rapid Response teams are implementing localized support in the regions we serve. Teams consist of local professionals including speech therapists, occupational therapists, inclusion consultants, social workers, and special instructors. Strategies and supports will seek to minimize child suspensions and expulsions due to challenging behaviors.



Powers of Resilience: Adult Social Emotional Learning CoP

Building on our highly-successful Communities of Practice over the past several years, Community Connections for Children is adding our seventh CoP offering in FY 2024-25. The series will focus on the Seven Powers of Conscious Discipline, how educators can learn the opportunities for choice or change as adults, and how this impacts the children and adults in our lives.



New in FY 2024-25: Quest for Quality Podcast

Join us every other week for bite-sized insights surrounding quality program practices. Led by the dedicated STARS Coaches from Community Connections for Children, serving thirteen counties, this podcast is your go-to source for early learning and child development information and resources.



GRANT PROJECTS & FUND DEVELOPMENT

FIRST 10 COMMUNITY PARTNERSHIP

First 10 brings together early childhood programs, elementary schools, and community agencies to improve the quality of education for children and their families. First 10 is an initiative of the Education Development Center (EDC), a national nonprofit organization that supports education, health, and expanding economic opportunities. The School District of the City of York is implementing a comprehensive First 10 plan, including three city-wide work groups and three First 10 community schools. The work groups focus on the transition to kindergarten, The Basics parenting campaign, and implementing student-directed kindergarten centers. Ferguson, Goode, and Hannah Penn operate as the community schools. The plan is guided by a city-wide Advisory Committee, an Executive Team, and the input of parent liaisons. First 10 is funded by CCC and the School District of the City of York.

Young Mathematicians (YM) has been incorporated into York City's First 10 work. YM has created more than 55 games for young children to engage with math through play. We will pilot the use of YM's early math games with teachers and families throughout the city. The collaboration between YM and First 10 aims to create math learning opportunities that bridge home, school, and community to create a web of opportunity that supports children and families to learn and thrive.

- **24 SDCY, Head Start and Pre-K Teachers participated in professional development** in Young Mathematicians and implemented the activities in their classrooms
- **53 Preschool, Pre-K, and Kindergarten teachers, parents and librarians participated in a summer institute**
- **33% increase in teachers' knowledge** of the importance of early math learning
- **37% increase in supporting families** with early math



GRANT PROJECTS & FUND DEVELOPMENT



YORK COUNTY ELIC AWARDS

\$674,306 Awarded

404 Educators

67 Programs

4,561 Children Impacted

Give Local York 2024



719 Donors

\$45,994.95



United Way of York County

\$22,887

Funds Raised by
CCC employees
for UWYC

Funds Received
by CCC for
UWYC programs

\$36,686



EVERY CHILD HAS OPPORTUNITIES



OUR MISSION

The primary goal of Every Child Has Opportunities (ECHO) is to increase the number of low-income children who are served in high-quality early childhood education programs in York County. ECHO serves as a catalyst for innovation and collaboration and provides a blueprint for addressing the issues that limit opportunities for children, families, and ECE educators.



ANTICIPATED OUTCOMES

The ECHO Initiative focuses on three demographics to achieve its primary goals - children and families, workforce, and community. Goals include doubling the number of low-income families in York County receiving high-quality early childhood education, recruiting, upskilling, and retaining qualified early learning educators, and expanded community support.





REACHING NEW MILESTONES

Community Connections for Children celebrated 35 years of supporting children, families, and communities.

In honor of the milestone, CCC hosted two events to commemorate past successes and advocate for ensuring every child has the best possible start in life.

Family Fun Fest

CCC hosted a Family Fun Fest for the community. Food, fun, and games were accompanied by book and school supply giveaways. The event was held at Wellspan Park, home of the York Revolution in August 2023.



35th Anniversary Celebration

Staff, board members, and partners celebrated in reflection of CCC's past, sharing stories of impact and success during the organization's first 35 years. The celebration event was held at John Wright Restaurant in September 2023 and also served as a fundraising opportunity to continue to grow and support our invaluable programs.



FINANCIAL REPORT

REVENUE	FY 2023 - 24	FY 2022-23
ELRC	\$98,942,909	\$109,694,805
CACFP	\$824,609	\$827,817
Grants	\$937,023	\$679,749
ECHO	\$1,385,500	\$0
Parents as Teachers	\$155,838	\$127,817
Fundraising	\$59,076	\$42,853
Other	\$166,6566	\$67,859
Total Revenue	\$102,471,611	\$111,440,900

EXPENSES	FY 2023 - 24	FY 2022-23
Program Services - ELRC	\$97,627,702	\$111,509,862
Management & General	\$1,607,713	\$1,330,387
CACFP	\$554,010	\$548,097
Resource & Referral Services	\$103,262	\$201,698
Parents as Teachers	\$185,992	\$143,228
ECHO	\$456,832	\$0
Other	\$57,779	\$0
Total Expenses	\$100,593,290	\$113,733,272

ASSETS	\$5,078,494	\$3,200,173
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NOTES

The reductions in ELRC revenue and corresponding expenses is due to reductions in state and federal grants passed through Community Connections for Children to early childhood education providers. Increases in Management & General expenses are due to a 14% increase in the number of employees. Management & General expenses are 1.5% of the total budget.





GROWING INTO THE FUTURE

Community Connections for Children updated their strategic plan in FY 2023-24.

MISSION STATEMENT

Community Connections for Children connects families to resources, collaborates with early childhood education programs, and engages with the community to create a foundation for children to be successful in life.

Vision

“To elevate the well-being of the community by strengthening families and early childhood education programs”



Value Proposition

Through CCC's unique:

- **Expertise** of the profession of early childhood education
- **Collaboration** within the ECE sector throughout the Commonwealth
- **Reputation** as an innovate leader, and
- **Outcome** driven programs with proven results

We deliver value to our stakeholders by:

- **Providing knowledge** and experienced perspectives
- **Securing resources** for families and providers
- **Connecting leaders** in ECE with leaders in business
- **Investing** in the development of CCC employees, ECE programs, and families, and
- **Educating others** on the importance and impact of early childhood education.



OUR TEAM



25+ Years of Service

Stacie Shurock

20 - 25 Years of Service

Jen DeStephano

Michele Salsgiver

Andrea Evans

Loretta Saylor-Zortman

15 - 19 Years of Service

Sharee Faloye

Tammy Maskulyak

Christine Glatfelter

Stephanie Mundorf

Erica Heller

Hope Nelson

5 - 10 Years of Service

Rebecca Anciso

Megan Mick

Joe Barry

Corrie Mitchell

Karen Bell

Zulma Morales

Michaelle Book

Beth Nichols

Mariann Burton

Bea Prosseda

Crystal Cline

Erica Rijo

Sara Copeland

Geandra Rosa

Jennifer Elliott

Samantha Roulette

Barbara Fretz

Hannah Sage

Barb Green

Maribeth Santana

Heather Hartman

Luisa Santiago

Carol Heagy

Pam Seibel

Paula Howard

Rhea Simmons

Kerri Keiffer

Wendy Snyder

Morgan Kinard

Heather Spitzlay

Danielle Kohr

Robin Sweat

Bev Landis

Jennifer Wertz

Kristina Manzo

Teresa Wilson

Elizabeth Marcelllo

10 - 14 Years of Service

Kim Alloway

Kristen Miller

Shelley Candy

Christy Renjilian

Alyssa Hahn

Megan Runk

Lorrie Hall

Casey Saylor

Sally Melder

Stephanie Spitz

5 Years of Service or Less

Yamily Applewhite

Kelli Markey

Jessica Bingaman

Jennifer Melder

Stephenie Bostic

Keila Morales-Rodriguez

Lauren Brenneman

Tara Mowrer

Katie Caples

Jessica Nail

Rochely Ceballos

Heather Parsons

Desiree Denson

Amanda Redden

Emily Diep

Elizabeth Reinoehl

Amy Dively

Melissa Salgado

Desiree Erie

Maria Santiago

Ruby Graves

Jennifer Scott

Anni Guzman

Coty Slothour

Donna Henry

Lana Stitzel

Cindy Idrissa

Kassandra Vega

Michelle Janowiak

Ashlee Walter

Kristina Kamberger

Emilee Welsh

Cari Knox

Cara Yealdhall

Cortney Kuhn

Lisa Young

Haley Lappin



**Central Penn Business
Journal (CPBJ) Nonprofit
Innovations in Management
Award Winner
May 2024**



OUR TEAM

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Aramark Healthcare

Richard Holberg, Past President
Gavin

Jill Urey, Vice President
Glatfelter

Zachary Steckler, Treasurer
PA Dept of Environmental Protection

Meghan Kahler, Secretary
Northwestern Mutual

Kim Bahata
WellSpan

Asheley Haynesworth
PA Principals Association

Alexandria Hodge
Pesin Katz Law

Dan Hood
Wesley Enhanced Living Main Line

Dan May
M & T Bank

Mary C. Meisenhelter
York College, Retired

Barb Myers
Dallastown Area School District

Mae Perry
UNFI

Dayasha Pina
Heaven Sent Academy

Jen Reigart
Kinsley

Andrew Staub
BAE

Alexander Swank
Woodforest National Bank

Pat Wasylson
PeoplesBank

Christy Renjilian, Ex Officio
Community Connections for Children



HUMAN RESOURCES

10

NEW
POSITIONS

92

EMPLOYEES

96%

RETENTION
RATE

Community Connections for Children continues to streamline human resource procedures, commit to a diverse, equitable, and inclusive environment. We support employee mental health and wellness. An All Staff Retreat was held in June 2024 focused on team building and wellness.



THANK YOU

On behalf of the thousands of children, families, ECE providers, and community partners we serve, Community Connections for Children's staff and Board thank you for your ongoing support.

To make a donation to Community Connections for Children, please visit our website at www.cccforpa.org.

\$10

Provides books to children enrolled in Parents as Teachers

\$25

Provides first aid and safety materials for a new home-based family provider

\$50

Provides educational resources for families enrolled in Parents as Teachers

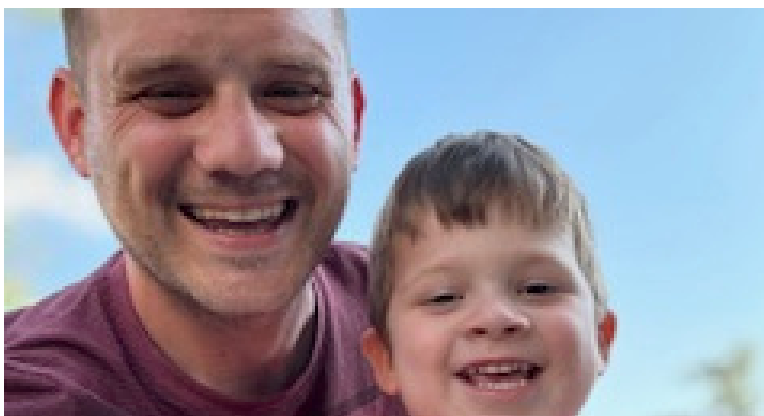
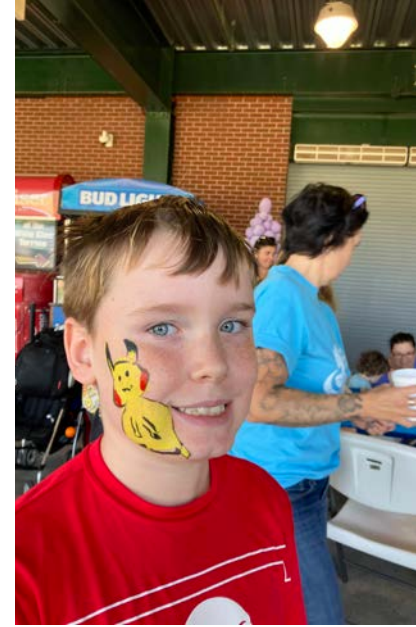
\$100

Provides educational supplies and materials for a new home-based family provider

\$250

Provides group connections workshops for families to support their child's development







Community Connections for Children

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