



2018-2019 ANNUAL REPORT

**45 Years
of Helping
Families,
Educating
Teachers
and
Supporting
Children**



Ensuring affordable, accessible, high-quality child care
for all young children and their families.





PRESIDENT/CHAIR LETTER

Dear Friends,

This year was one of great celebration at Child Care Services Association, as we commemorated the 45th anniversary of our founding in 1974. In April, we invited our community of staff, partners and supporters to come together to celebrate our decades-long impact on young children and early childhood educators. At that celebration, we recognized Robin Britt, former executive director at Guilford Child Development, for his service on behalf of North Carolina's children by awarding him the James and Carolyn Hunt Early Childhood Award. Governor and Mrs. Hunt were on hand to present the award. They have done so much for young children in North Carolina, and we were honored to have them with us on this occasion.

Since our founding, we have learned a great deal about young children and the incredible impact that high quality early childhood education has on their lives, both as children and into adulthood. We have also learned a great deal about how to ensure that all children have access—and can afford—that high quality child care. But we have more to learn.

This fiscal year saw continued growth in our programs with the addition of Infant-Toddler Educator AWARD\$, Durham PreK and multiple other infant and toddler projects. All of these programs have tremendous potential to have a lasting impact on young children across the state. We are so excited to share information about them with you in this report.

We extend our deepest thanks to you, our friends, supporters, donors and colleagues. We are so grateful for your support, dedication and commitment to young children. Our work together has and can change the lives of young children in North Carolina and beyond. We look forward to working with you for another 45 years!

Sincerely,

Peggy Ball
Board Chair

Marsha Basloe
President





Child Care Services Association Celebrates 45 Years

For 45 years, Child Care Services Association has focused on young children, their families and the early childhood educators that play a key role in a child's first years.

For 45 years, we have ensured that all children, regardless of their circumstances, have access to—and can afford—the early childhood education that means so much to their brain development. In that time, we have learned a lot about how important high quality early childhood education is for young children, their families and our communities.

For 45 years, our experience and research have shown the incredible effect a quality early childhood education can have on a child well into adulthood.

For 45 years, we have seen how much it means for early childhood educators to be educated, supported and recognized for their work with our young children.

And through it all, we have been guided by one thing—all children deserve the best start at their best life, and we're making that possible. **With your help.**





OUR PROGRAMS

Child Care Resource and Referral Program

CCSA is proud to support North Carolina's children and families through the North Carolina Child Care Resource and Referral Council, which provides management and oversight of the Regional Lead Agencies to ensure the delivery of high quality child care resource and referral services and access to special initiatives statewide. CCSA is one of three lead agencies, along with Southwestern Child Development Commission in western North Carolina and Child Care Resources Inc. in Charlotte. Together, the Council supports a strong child care resource and referral system to ensure that high quality early childhood education programs with highly competent teachers are available for children and their families across North Carolina.

CCSA helps families, regardless of their income, find the right child care center for their family through Child Care Referral Central, a regional collaboration between CCSA and the Wake, Durham, Orange, Alamance, Caswell, Person and Franklin-Granville-Vance Partnerships for Children. Through this program, CCSA works with families to find child care centers that meet their needs and helps identify sources of funding that might reduce the cost of that care.

In FY19, more than **3,000** families received referral and/or consultation services from CCSA, and nearly **2,000** infants and toddlers were supported by CCSA's referral services.



In October 2016, Michelle received a call on a Tuesday morning—she would be fostering a 6-day-old baby.

"I wasn't really prepared for actually searching for [child care]," Michelle said. "I'm a solo parent, so it was a big adjustment to do that, and as soon as he came into the home, we had a clock ticking. We had eight weeks at home with him and then he needed to find somewhere to go during the day."

Parents often need a place to start as they begin their child care search. This is where CCSA's Child Care Referral Central comes in. Child Care Referral Central is a trusted resource for families looking for child care, helping them find care based on their needs and providing information and resources at their request.

"By going to Child Care Services Association, it really did allow me to have one place where I could ask my questions," Michelle said. "I could get more information about both center-based [child care] but also family-based [child care]. I was able to sit down with a counselor and talk about what resources I had available to me, the subsidy through [the Department of Social Services] and what was available in the community."

CCSA's referral counselors can walk a family through all their child care options at each age of their children. From infant care to after school care, Child Care Referral Central provides the tools families need to find the right child care for their children. Child Care Referral Central is available to every family in Alamance, Caswell, Durham, Franklin, Granville, Orange, Person, Vance and Wake counties.

“Having this scholarship gave me the ability to gain more hours at work which in turn helped me provide a better life for my child.

—Parent

Child Care Scholarship Program

CCSA's Child Care Scholarship Program helps low- to moderate-income families find and fund quality child care. Through this program, CCSA provides financial assistance to families in which parents are working, looking for work, and/or in school or training and need care for children birth-12 years old. These scholarships ease the high cost of child care, help provide children with the early experiences that are so important for their future and supports families while they work toward self-sufficiency.

In FY19, **730** children received a CCSA child care scholarship. Of that total, **165** were infants or toddlers. The average annual income for all families receiving scholarships in FY19 was **\$23,679**.

“CCSA was a huge blessing in my life. Because of them I was able to graduate from high school and even continue my academic career into college something that would not have been possible without CCSA. Not to mention that fact that **my child has developed and learned so much in daycare much more than he could’ve learned staying at home.** CCSA didn’t only help me continue my education but helped my child with his education as well!

—Parent

CCSA Meal Services Program

Childhood obesity remains a problem in North Carolina, even in our youngest children. Since children in child care may eat 50-100 percent of their meals there, it is incredibly important to reinforce healthy habits and serve nutritious meals at those centers, allowing staff and teachers to concentrate on educating the children and helping them build a healthy foundation for the rest of their lives. CCSA’s Meal Services Program provided nutritious meals for nearly **1,400** children daily in North Carolina’s Durham, Wake and Orange counties. That means that in FY19, CCSA’s Meal Services Program prepared **699,305** meals and snacks for children at **27** child care centers throughout the Triangle.

CCSA also serves as a food sponsor for the Child and Adult Care Food Program (CACFP), a federal program that sets standards for nutritious meals for children aged birth-12 years old, and subsidizes the cost of food for child care programs, targeting children in families that qualify for free or reduced lunch. Through the CACFP, CCSA served **197,618** meals to **1,137** children daily, **60** percent of which qualify for free and reduced lunch.



Robert Cates with kids
(Meal Services)

OUR IMPACT **D**uring the past year, we have explored expanding the children’s involvement with our mealtimes by adding a new ritual of allowing the daily table-setter to design a unique centerpiece for lunchtime. The children now gather items and request that they be used as a centerpiece. Based on the children’s interest, we’ve created opportunities for helping that include bringing breakfast from the kitchen, putting away clean dishes in the morning and removing dishes from the table after lunch. The older children developed a growing interest in talking about our menu, the food offered and the kitchen where our food is prepared.

Since we often reference Robert when talking about how some of the dishes we have are prepared, the children wanted to know more about [him]. They had many questions for him, including what he looked like and his favorite foods to prepare and eat. We gathered the children’s questions and mailed a letter to Robert. He sent back his responses, complete with a picture attached.

—Michelle and Cathy Tuttle, owners of Estes Children’s Cottage in Chapel Hill, N.C.

“Our oldest group of children was then able to travel by town bus on a field trip to see the kitchen in action. **They observed the food preparation process**, saw some of the tools used in the kitchen and even taste-tested a new recipe the kitchen staff had prepared for the occasion. They now have a visual of the kitchen, the staff and a lot of what goes into making our meals, as well as meeting and forming relationships with the kitchen and staff.

—Michelle and Cathy Tuttle, owners of Estes Children’s Cottage in Chapel Hill, N.C.

OUR PROGRAMS

Shape NC: Healthy Starts for Young Children

CCSA also participates in Shape NC: Healthy Starts for Young Children, a three-year program that reduces childhood obesity and increases the number of children entering kindergarten healthy and ready to learn. Combining three programs focused on healthy eating and physical activity for young children—Be Active Kids®, Preventing Obesity by Design and the Nutrition and Physical Activity Self-Assessment for Child Care (Go NAP SACC)—CCSA oversees Shape NC in child care centers in Durham and Orange counties to measure how changing the attitudes of children and their parents and teachers about nutritious food and physical activity affects childhood obesity.

Now at the end of its second year, Shape NC has been a tremendous success. Participating centers have improved the foods they serve children, updated and enhanced their outdoor learning environments, decreased screen time for the children and are intentionally encouraging physical activity in even the youngest children.



Kids Korner Academy II in Durham, N.C., is in their second year of participating with Shape

NC. Starting with an asphalt lot as their outdoor learning environment, Shape NC has helped this center convert their outdoor space into a place where children can interact with nature, have a garden, and play in a safe space.

“Being outdoors and being allowed to explore nature in its natural habitat is just simple learning. Children learn to respect nature by being a part of it. They will learn not to be afraid of insects but to handle them with care. Children love sharing. The children’s excitement about the garden has brought parents to the center with questions like: what are you growing, or how can I help with the gardening. We have set up weekly sessions for the parents to keep the garden up. The children and their parents take turns watering and pulling weeds from the garden.

—Darlene Brannon, Lead Teacher/Director, Kids Korner Academy II, Durham, N.C.

Durham PreK

In 2018, CCSA entered into a contract with Durham County to manage the expansion of Durham PreK to all 4-year-olds in Durham County in collaboration with Durham’s Partnership for Children and many other community organizations. Built to enhance and expand the state-funded NC Pre-K program, Durham PreK is open to all children and will grow incrementally over time to meet the full community need for publicly supported high quality early education. CCSA works collaboratively with Durham’s community-based organizations, agencies and institutions to educate families about the importance of high quality early education, increase the number of early childhood education programs, recruit supporters and develop resources, and implement the expansion of seats to serve 4 year olds. CCSA also helps community-based early education programs meet the Durham PreK standards through quality improvement and technical assistance, including weekly on-site coaching for child care centers and professional development for educators.





“My assistant teacher in our Durham PreK class just signed up to finish her B.S. with the support of T.E.A.C.H. so she can eventually get her B.K. license. **Durham PreK motivated her to go back to school.** Before being in a Durham PreK class, she only talked about going back to school, but now she is enrolled. We are very proud of her.

—Dalphia Murphy, Director of Little People Day Care Center

“I’m so excited about the Durham PreK program. The program is giving each child the opportunity to be prepared and ready for Kindergarten.

I’m very fortunate for the technical assistance support toward the program.

—Vanessa Adams,
Director of Creative
Schools at Davis Park

CCSA works with other child care resource and referral organizations, child care programs and family shelters and housing organizations to support families with young children who are experiencing homelessness. CCSA also participates in North Carolina’s Yay Babies! Homelessness Workgroup, which is made up of staff members from the NC Division of Child Development and Early Education, homeless service providers, child care resource and referral agencies, early care and education leaders, homeless education partners, and research experts. This workgroup was convened to create a continuum of care for young children aged birth-5 years old and families experiencing homelessness in North Carolina. Yay Babies! worked on the NC Early Childhood Action Plan, encouraging the inclusion of Goal #4: Safe and Secure Housing in the plan.

T.E.A.C.H. Early Childhood® Scholarship Program North Carolina

For many early childhood educators, barriers such as low wages, having families of their own, working full time and/or being a person of color stand in the way of furthering their education. One of CCSA’s signature programs, the T.E.A.C.H. Early Childhood® Scholarship Program North Carolina offers a debt-free education to early childhood educators, helping ease some of these burdens. T.E.A.C.H. NC offers scholarship programs for a wide range of educational backgrounds for early childhood educators and provides significant financial support and a counselor to help them navigate the obstacles they may face in their personal life, career or at school. Once they complete their degree, they increase their marketability in the early childhood education system and may experience growth in their wages, too.

In FY19, **2,106** people participated in T.E.A.C.H. NC, with more than **1,500** recipients working on their associate



OUR PROGRAMS

degree. Participants attended **56** community colleges, **13** public universities and five private colleges/universities in North Carolina. They worked at **880** licensed facilities in **94** counties; **49** percent of recipients are people of color. And the end goal—improving the education and care children receive—was accomplished for more than **58,000** of North Carolina's children.



I am a T.E.A.C.H. recipient and what a difference it has made. I was a young mother that struggled to find quality child care in my area so I could find employment. With no education or experience I went to work at a child care program so that I could be close to my children. Unfortunately, that child care center closed 6 months after I began working there, which left me with no job and no child care. I knew that our community needed quality child care so I took a chance and took over the program.

Because I was a young mother, I didn't believe that I would ever have a college degree. Because of the T.E.A.C.H. Scholarship I learned that it was possible. I registered for a full semester my first semester of

college and T.E.A.C.H. covered all of the expenses. This allowed me to go back to school to enhance the care that I was providing at my child care program and also not take away from my family financially. Within 4 months I had enough education to operate a child care program and we earned a 4-Star License. Three years later I continued to go to college, received my associate degree (something I never imagined that I would be able to do), enrolled my staff in college with T.E.A.C.H. covering their expenses, and we all had earned enough education that my child care program earned a 5-Star Rating.

T.E.A.C.H. allowed me to advance my education and provide better care to the children in our community. Fast forward another 5 years and I have almost completed my Bachelor's Degree in Early Education and have had several other employees obtain their education thanks to the T.E.A.C.H. scholarship. Even if my employees move on to other programs, the children of Transylvania County are benefiting from their education.

Because of T.E.A.C.H. I am able to make sure that the teachers in my child care program's classroom have more education. I have learned that more education means the children in our program are receiving better care. Furthering their education helps my teachers understand the development and needs of children under the ages of 5. Without T.E.A.C.H. many of my teachers wouldn't have been able to afford college and the children would've missed out on an enhanced educational experience.

— Ashley Pollard-Marlow, Child Care Owner/Administrator, Transylvania County



Child Care WAGE\$[®] Program

The Child Care WAGE\$[®] Program helps improve the quality of care and education young children receive by supporting early childhood educators' education, job stability and salaries. A salary supplement based on their education level, WAGE\$ rewards teachers, child care center directors and family child care providers who continue their education and stay in their positions, ensuring that children benefit from more stable relationships with better educated teachers. In FY19, WAGE\$ was a funding partnership between Smart Start and the North Carolina Division of Child Development and Early Education.

In FY19, nearly **4,150** participants completed at least one six-month period on the WAGE\$ Program in North Carolina. These participants worked in **55** of North Carolina's counties, representing **1,577** facilities serving approximately **70,000** children. The turnover rate for WAGE\$ participants in FY19 was **14** percent, demonstrating how recognition, salary support and education help reduce the turnover in early childhood education.





Julie Delair has operated her family child care home in Brunswick County since 2008. “I always remember thinking this was going to be my career,” she said. “I always wanted to work with children.”

She joined the Child Care WAGES® Program at the entry level of education, which at the time was six semester hours of early childhood coursework, and she moved up the WAGES scale, earning higher awards each time, and now has her Bachelor’s Degree in Early Childhood Education. Getting her degree was not easy, which is the case for many in the field who want to further their education but face a variety of challenges.

Julie started college, but life got in the way and she was unable to continue until she learned about the T.E.A.C.H. Early Childhood® Scholarship Program.

“I had the interest, just not the funding. I couldn’t have done it otherwise. WAGES also prompted that educational movement because I saw what I could receive if I got my degree. The incentive was there.”

Getting her associate degree made her realize how much there was to learn. She loved learning and bringing that back to her class. It kept her fresh and she wanted to keep going.

She saw how much her education affected her teaching.

“Going to classes gave me so many more ideas of working with children, what was developmentally appropriate, how to work with families,” she said. “It expanded my knowledge in all areas. It definitely made me more confident, more professional. WAGES does that, too. It recognizes that early childhood is important to children, families and the community. We feel appreciated. People know it is important.”

Julie uses the WAGES funds in many ways, including to support her business. She provides new materials, toys and even playground equipment for the children she teaches, which she says they really love.

“I often have them when they are very young until they go to kindergarten, so having new things really matters. I think the Child Care WAGES Program is very important, especially as an incentive to keep educators in the field. I have had my family child care home for over ten years and I credit the WAGES® Program with my eagerness and even the ability to continue operating. The supplemental income allows me to provide quality care to the children, and I’m so grateful for it.”



Julia Delair

Infant-Toddler Educator AWARD\$

CSA’s Infant-Toddler Educator AWARD\$ Program focuses on North Carolina’s infant-toddler teachers. To be eligible for AWARD\$, applicants must work at least 35 hours/week with infants, 1-year olds or 2-year olds, earn at or below \$18 per hour, work in a licensed child care program with at least three stars and have an Associate Degree in Early Childhood Education or higher. Modeled after WAGES, this program began in fall 2018 and is funded by the NC Division of Child Development and Early Education across North Carolina. AWARD\$ and WAGES both have wide-ranging effects beyond the early childhood educators and their families—economic insecurity affects teacher well-being, which in turn can affect the quality of their interactions with the children in their care. Studies have shown that stress and adversity affect early childhood educators’ health and limit how effective the educators can be in creating supportive environments and engaging interactions for the children.

In FY19, more than **1,100** participants completed at least one six-month period on AWARD\$ between October 2018 and September 2019. These participants worked in **591** facilities in **87** counties serving approximately **17,718** children. The average supplement they received was **\$1,295**.

“Infant-Toddler Educator AWARD\$ is important because it helps bridge the gap of lack of pay. **The AWARD\$ program has helped me to expand my education as a teacher, my children’s education and my experience. It has also helped me to provide more resources for the children in my classroom.**

—Early Childhood Educator, Guilford County



OUR PROGRAMS

Professional Development and Technical Assistance

High quality early education has been shown to dramatically affect children's social, emotional, physical and intellectual development, and increase their success well into adulthood. To provide early childhood educators with the knowledge and skills they need, CCSA gives free on-site coaching and professional development workshops to early childhood educators in Durham, Orange or Wake counties that are licensed or planning to get licensed through the NC Rated License and serve children ages 6 weeks to 12 years old. CCSA also offers a variety of professional development opportunities for early childhood educators and actively encourages them to enroll in early childhood courses at local community colleges or universities.

In FY19, more than **2,400** early childhood educators attended CCSA's professional development opportunities in the Triangle. Nearly **550** teachers and directors received on-site TA and approximately **700** people attended CCSA's ASK Conference, which provided a full day of professional development for early childhood educators in North Carolina.



June Shillito has been the director of Yates Baptist Child Development Center for nearly four years, and she is proud of the work they are doing for children and the community.

"We are an NC licensed 5-Star, NAEYC accredited child care and the first center to achieve Eco Healthy certification in Durham."

While June has been in the child care industry for 28 years with an A.A.S. in Early Childhood Development at Durham Tech, a B.S. in Human Development and Family Studies from UNC-Greensboro and a Master's in Early Childhood Intervention and Family Support from UNC-Chapel Hill, she has used CCSA's technical assistance services at Yates and previous child care programs.

"The services are invaluable, both in the classroom and for administrators," June said. She uses on-site consultation, teacher coaching, assistance with national accreditation, assistance with rating scales and on-site individualized training the most at Yates. June said her staff look forward to TA visits and always have questions for the TA specialists.

The last time June used CCSA's technical assistance was to become accredited and to join the Durham PreK pipeline.

June looks forward to CCSA's technical assistance because it offers "a knowledgeable person to bounce ideas off." June has also found "the TA's support in editing and reading the portfolios and making suggestions invaluable" for accreditation.

Infant/Toddler Programs

In 2004, through funding from the N.C. Division of Child Development and Early Education, North Carolina established the Infant-Toddler Quality Enhancement Project to improve the quality and availability of infant/toddler care in North Carolina. CCSA's NCITQEP team serves all N.C. counties through infant/toddler specialists housed in regional lead child care resource and referral agencies. Studies—and CCSA's own research—have found a significant difference in the quality of care that infants and toddlers receive when compared to programs for 3-5 year olds. Since a child's brain develops more during his/her first 5 years than at any other time in life, it is critical that children have supportive, safe environments at their child care center. At CCSA, we address these disparities between the care and education of infants and toddlers and that of children ages 3-5 years through the NC Infant Toddler Quality Enhancement Project, which supports the development of higher quality infant and toddler classrooms by providing specially trained infant-toddler specialists across the state for



“Participating in both WAGE\$ and T.E.A.C.H. allowed me to take care of some of my financial obligations so I could concentrate on finishing my last few classes and graduate in December.

I want to stay in the field because I know how important the work we do is and how important it is that ECE teachers are properly educated.

I wish that more people understood how much the preschool years set the foundation for elementary school.

—Christine Smiddy,
Teacher, Delaware

coaching, mentoring and consultation to teachers and directors of early care and education centers.

In FY19, CCSA also began the Infant & Toddler Technical Assistance Model Pilot Project, an initiative that creates a transformative new model for technical assistance to enhance the quality of infant-toddler experiences in child care and education settings. This project shifts the typical technical assistance provided to child care centers serving infants and toddlers from preparing teachers for evaluation to coaching teachers on better interactions with infants and toddlers and improving the outcomes from that interaction. The project is being tested at three organizations—Randolph Co. Partnership for Children, the Children’s Council of Watauga Co. and Child Care Resource Center (formerly Work Family Resource Center). These professional development activities will be provided to six technical assistance staff at these organizations, affecting 24 infant-toddler classrooms in the first year. In addition to improved care for young children participating in the pilot, data will be collected and analyzed to determine the key components for building master level technical assistance practitioners, so the model can be replicated across North Carolina. Coordinated by CCSA on behalf of the NC Child Care Resource and Referral Council, this project will operate in these organizations for three years.

In FY19, **1,941** early childhood educators and center directors received on-site technical assistance across the state, and nearly **4,000** educators and center directors attended training statewide. Overall, the education and care of more than **5,000** children across North Carolina were enhanced by infant-toddler technical assistance.

Think Babies™ was designed to ensure that North Carolina’s young children, ages birth-3, and their families benefit from effective public policies, programs and funding that promote a solid foundation for healthy beginnings, supported families, and quality early care and learning experiences. This project is funded by the Pritzker Children’s Initiative and Zero to Three and led by the NC Early Education Coalition. CCSA is the fiscal agent for these grants and supports the coalition as a member of the Leadership Team.

T.E.A.C.H. Early Childhood® National Center

The vision of the T.E.A.C.H. Early Childhood® National Center at CCSA is that every child in an early childhood setting will have a teacher who is well educated and adequately paid, and that every early childhood educator access to an affordable college education and continuing professional development. That is accomplished through replicating T.E.A.C.H. and WAGE\$ across the country, supporting and holding accountable non-profit organizations in states operating these programs, focusing on good outcomes for early childhood workforce education, compensation and retention. In FY19, **20** states and D.C. operated T.E.A.C.H. programs and **five** states operated WAGE\$. The National Center supports the organizations in each state that operate these programs, promoting positive change for the early childhood educators’ education levels, salaries and job stability.

In FY19, approximately **17,500** people received T.E.A.C.H. scholarships. In addition, more than **6,000** people participated in WAGE\$ programs across the country in FY19. **Half** of T.E.A.C.H. and **65** percent of WAGE\$ recipients nationwide are people of color and/or Hispanic origin. Their annual earnings were **\$11.34/hour** for T.E.A.C.H. recipients and **\$12.11/hour** for WAGE\$ recipients nationally. Nationally, T.E.A.C.H. recipients are nearly all women, and **50** percent are first generation college students.



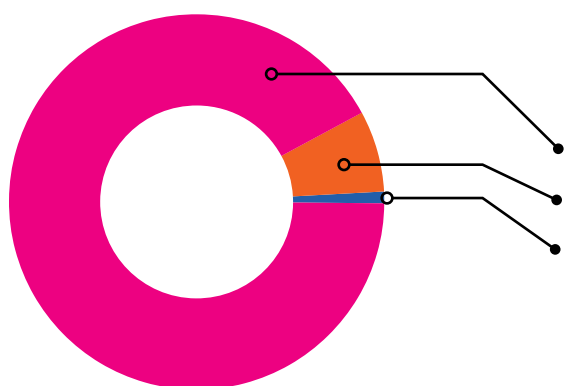
CHILD CARE SERVICES ASSOCIATION 2018-2019 STATEMENT OF FUNCTIONAL EXPENSES

Child Care
Services
Association
stewards its
resources
with the same
high-quality
standards as
its programs.

	FY2019	FY2018
GRANTS AND ASSISTANCE		
Grants and Awards	\$ 8,168,626	\$ 6,707,184
Scholarships—T.E.A.C.H.	3,063,204	2,019,405
Scholarships—child care	4,014,160	3,309,676
Subcontracts	4,026,544	2,719,548
Total Grants and Assistance	\$ 19,272,534	\$ 14,755,813

OPERATING EXPENSES		
Salaries and Fringe Benefits	6,822,812	5,887,154
Program and Office Supplies	575,753	582,694
Contracted Services	414,159	267,797
Occupancy	117,879	124,122
Travel and Meetings	391,563	272,586
Depreciation and Amortization	268,079	258,342
Postage and Telephone	129,593	116,994
Printing and Publications	73,055	33,994
Repairs and Maintenance	72,138	48,501
Dues and Subscriptions	154,957	143,750
Interest Expense	79,849	86,721
Insurance	22,098	16,229
Other Expenses	4,977	9,837
Total Operating Expenses	\$ 9,126,912	\$ 7,848,721

TOTAL EXPENSES	\$ 28,399,446	\$ 22,604,534
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Allocation of 2019 Expenses

Program Expenses	\$ 26,256,849	92.46 %
General and Administrative	\$ 2,067,634	7.28 %
Fundraising	\$ 74,963	0.26 %
TOTAL	\$ 28,399,446	100.00%



Thank you to our many public and private 2018-2019 Funding Partners!

Without their support, our work would not be possible.

INDIVIDUALS

Fred B. Abernathy III and
Jo Abernathy
Anonymous
Eugene and Peggy Ball
Marsha R. Basloe
MaryAnn E. Black
Leigh Bordley
Angelica Bridges
Ned F. and Ginny Brooks
Signe A. Brown
Donna M. Bryant
Richard and Nadine Burton
Carolyn L. Carrow
Anna Carter
Scott and Heidi Carter
James Carter
Michael Carter
Linda Chappel
Dick and Ginger Clifford
Carolyn T. Cobb
Gerry S. Cobb
Cathy Collie-Robinson
Maggie Connolly
Milton Conyers
Manuel Louis Costa Jr. and
Nancy Park
Elizabeth Crais
John S. Cregg
Prudence Cuper
Terry David
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Charlene R. Daye
J. Lanier Degrella
Marguerite DeCarli
Charles and Anna Derrick
Shelley De Fosset
David DeVries
Ajay and Dhruvi Dholakia
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Ellen Peisner-Feinberg
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Erica Rothman
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Mondora Griggs
Margaret S. Guess
Priscilla A. Guild
Joe Hackney
Linda Hindman
Sharon Hirsch
Richard and
Joan T. Hiskey
Susan Hiskey
Daniel Hudgins and
Ann McKown
Marie Huff
Charles Humble and
Victoria Freeman
Kate Irish
Verla C. Insko
Wendy Jacobs
F. Reed and Kathleen Johnson
Edward D. Jones
Richard Kamens and
Bobette Eckland
Samuel Karp
Kevin Kay
Bob Konrad and Susan Russell
Jennifer Lacewell
Alejandra Livas-Dlott
Diana Lloyd
Edith B. Locke
Leora M. Lucas
Nikkia Sheppard Lynch

Adriana Martinez
Maggie McGlynn
Lisa Menna
Anna Mercer-McLean
Beth Messersmith
Allison Miller
Michele Miller-Cox
Christa M. Moore
Joan C. Moran
Dalphia Murphy
Jenna-Marie C. Nelson
Gregory Shane Nye and
Aleksandra Holod
Peter and Marilyn Ornstein
Michael and Deborah Page
Erica Parker
Emmanuel Paul
Richard D. Pierce and
Kelly Maxwell
Rebecca Anne Planchard
Karen Ponder
David E. and Lisa K. Price
Janice Price
Robin Pulver
Christopher Ratte
John and Betty Rintoul
David and Adele Spitz Roth
Lisa Russell
Scottie Seawell
Harold Sellars
Robert E. Seymour
Anne S. Schick
Catherine Scott-Little
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Florianna Thompson
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Dianne Ward
Cynthia A. Wheeler
Michael and Angela Wilcox
Paul A. Winterhoff
Ginger Young
Elizabeth Winer
Paul and Noreen M. Yazejian
Jan J. Yopp
Adam Zolotor

BUSINESSES

Amazon Smile
Blackman & Sloop CPAs PA
Blue Cross Blue Shield
of North Carolina
Bryson Christian
Montessori School
Budget Courier Service Inc.
Capital Bank
Community School for
People Under Six
Discount School Supply
F & M Bank
IBM
Illuminated Direction, LLC
Kaplan Early Learning Company
KinderCare Education
LabCorp
Lakeshore
Lothian LLC
Merchants Foodservice
PHE, Inc.
The Merchants Company
Watts Street Baptist Church
White Rock Baptist Church
White Rock Child
Development Center

continued on page 14



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continued from page 13

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Carolyn W. and Charles T. Beard
Family Foundation
Bertsch Family Foundation
Esperanza de Dowdy Gift Fund
of NC Community Foundation
Food Lion Feeds Charitable
Foundation
Foundation for Child Development
Foundation for the Carolinas
W.K. Kellogg Foundation
Harold Kohn Fund of Triangle
Community Foundation
Jelly Foundation
Sparling Family Fund of
Triangle Community Foundation
W. Clement & Jessie V. Stone
Foundation
Strowd Roses Foundation
Tepper Family Fund of Triangle
Community Foundation
The Cemala Foundation
The Dale Jr. Foundation
Triangle Community Foundation, Inc.

GOVERNMENT

Durham County Government
North Carolina Department of
Health and Human Services
North Carolina Division of Child
Development and Early Education
Town of Carrboro
Town of Chapel Hill

NON-PROFIT ORGANIZATIONS

Center for the Study of
Child Care Employment
Chapel Hill Training-Outreach Project
Church of St. Thomas More
Council for Professional
Recognition

East Durham Children's Initiative
Guilford Child Development
National Association for the
Education of Young Children
NC Justice Center
NC Early Education Coalition
State Employees Combined
Campaign
United Way of the Greater Triangle

COLLEGES & UNIVERSITIES

Duke Community Cares Fund
Duke Center for Child and
Family Policy
The Ohio State University
UNC-Chapel Hill

PARTNERSHIPS

Alamance Partnership for Children
Alexander County Partnership
for Children
Alleghany Partnership for Children
Blue Ridge Partnership for Children
Buncombe Partnership for
Children Inc.
Caldwell County Smart Start:
A Partnership for Young Children
Children & Youth Partnership for
Dare County Inc.
Children's Council of Watauga
County Inc.
Cleveland County Partnership
for Children
Columbus County Partnership
for Children
Craven Smart Start, Inc.
Down East Partnership
for Children
Durham's Partnership for Children
Franklin Granville Vance
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Halifax-Warren Smart Start
Partnership for Children, Inc.

Harnett County Partnership
for Children, Inc.
Hertford-Northampton Smart
Start Partnership for Children, Inc.
Iredell County Partnership
for Young Children, Inc.
Lee County Partnership for Children
Martin-Pitt Partnership
for Children, Inc.
Mecklenburg Partnership
for Children
North Carolina Partnership
for Children
Orange County Partnership
for Young Children
Partnership for Children of
Johnston County, Inc.
Partnership for Children of
Lincoln/Gaston Counties
Partnership for Children of
the Foothills
Randolph County Partnership
for Children
Region A Partnership
for Children
Rockingham County Partnership
for Children, Inc.
Smart Start of Brunswick County, Inc.
Smart Start of Davidson County, Inc.
Smart Start of Davie County, Inc.
Smart Start of Forsyth County
Smart Start of Transylvania County
Smart Start of Yadkin County, Inc.
Smart Start Rowan, Inc.
Stanly County Partnership
for Children
Surry County Early Childhood
Partnership
The Partnership for Children
of Cumberland County
The Partnership for Children
of Wayne County, Inc.
Wake County Smart Start
Wilkes Community Partnership
for Children
Wilson County Partnership
for Children

This list represents charitable gifts and grants made to Child Care Services Association between July 1, 2018 and June 30, 2019.

While we have made every effort to be accurate and thorough, it is possible to accidentally omit or misspell a name. Please contact the Development Manager at 919-967-3272 with any additions or corrections.



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To provide ongoing support to Child Care Services Association, please visit: www.childcareservices.org/support-us or scan the QR code at left.





CHILD CARE SERVICES ASSOCIATION

**Ensuring affordable, accessible,
high-quality child care for all
young children and their families.**

Founded in 1974, Child Care Services Association's mission is to ensure affordable, accessible, high-quality child care for all young children and their families. Using a holistic approach, CCSA supports children and families, provides free referral services to families seeking child care, helps child care professionals improve the quality of early education children receive and ensures that all families can afford and access the high-quality early care and education that is so important for a child's early development.

Through its Meal Services Program, CCSA also provides nutritious meals to children at child care centers, where they may eat 50-100 percent of their meals. Our T.E.A.C.H. Early Childhood®, Child Care WAGES® and Infant-Toddler Educator AWARD\$ programs give child care professionals the means to obtain an education and supplement their salary based on that education. CCSA also licenses T.E.A.C.H. and WAGES across the U.S. and conducts early childhood systems research and policy development statewide and nationally.



2018-2019 Annual Report CHILD CARE SERVICES ASSOCIATION

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For more information about CCSA or to donate, visit www.ChildCareServices.org

