



Child Development Council

The Child Development Council of Central New York, Inc. promotes and advocates for the healthy development and well being of children and families at home, in child care, and in our community through inclusive, individualized services, education, and connections to community resources.



2025 Gratitude Report

It's All About Community!



It's All About Community

Dear Friends,

Thank you for your continued support of the Child Development Council. We are pleased to share our 2025 Gratitude Report with you.

Reflecting on the work accomplished by the Council team this year and in years past, one thing stands out clearly: **our agency lives its values**. We embrace the evolving needs of our community and adapt our approach accordingly — **all while staying true to our mission to promote and advocate for the healthy development and wellbeing of children and families at home, in child care, and in the community**. Everything we do is shaped by the community we serve.

2025 brought significant progress on the Council's 2025–2028 Strategic Plan:

- Two major grants were submitted to expand Council services; one was awarded — more details to come!
- A Community Services department was established to support new programming
- An Outreach Coordinator was hired, dramatically increasing our connections with families of young children through community events
- Internal processes were streamlined to improve efficiency and lay the groundwork for future growth

Community is the thread woven through everything we do — binding the organization together and making it stronger and more resilient.

Thank you for being part of the Child Development Council community and for contributing to its success. If you'd like to get more involved, we'd love to hear from you.

With much appreciation,

Melissa Perry
Chief Executive Officer



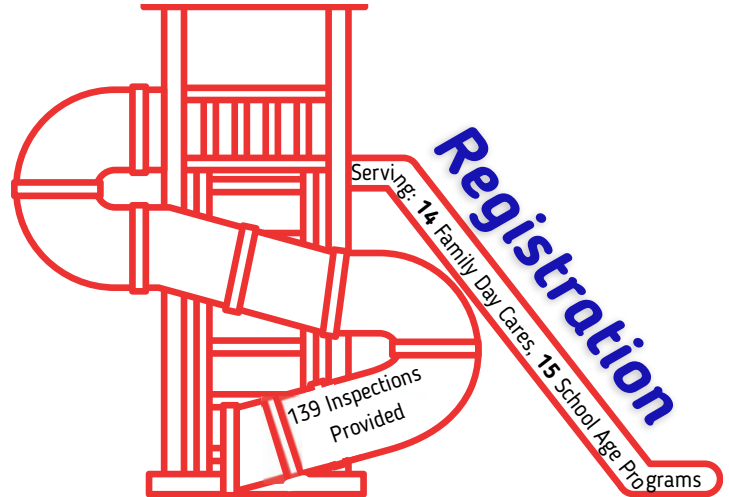


Child Care Services

Supports the development and sustainability of accessible, affordable, high quality child care.

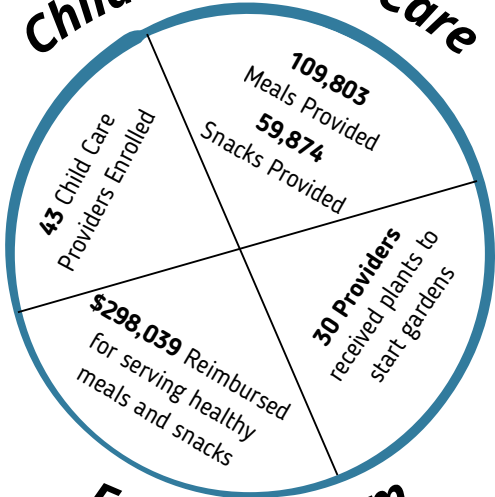


2025 Child Care Services Team



Registrars completed 139 inspections to ensure regulatory compliance and provide technical assistance to promote quality child care programming.

Child and Adult Care



Food Program

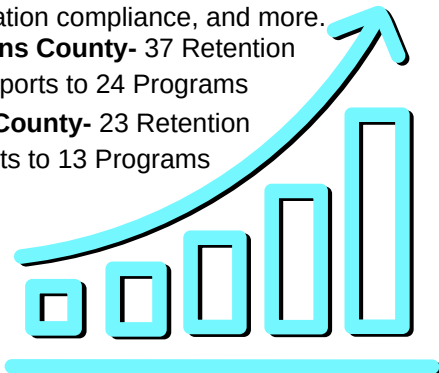
Business Retention

Retention Business Specialists help providers maintain quality programs by providing individualized technical assistance.

Topics include: record retention, documentation compliance, and more.

Tompkins County- 37 Retention Supports to 24 Programs

Cortland County- 23 Retention Supports to 13 Programs



Child Care Referrals



Website Referral: 379

"The response was immediate and personal."

Phone/ Walk-in/ Email Referrals: 301

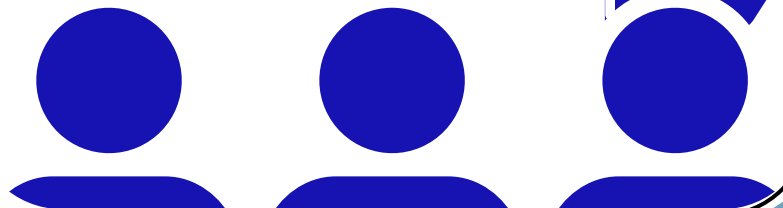
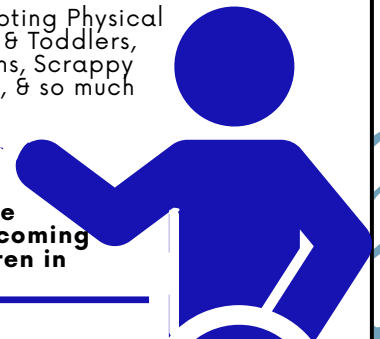


"It's wonderful to have this service for our community."

Training

- 41 Training Sessions
- 215 Unique Participants
- Training Offered: Promoting Physical Development in Infants & Toddlers, Toddler Temper Tantrums, Scrappy Cooking, Big Body Play, & so much more.

"I will be able to use better terminology when communicating with families and make my center a more welcoming environment for children in my care."





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Informal Child Care/ Legally Exempt




Enrolled Providers

- **Tompkins County: 66**
 - 4 Summer Camps
 - 2 Afterschool Programs
- **Cortland County: 40**

Legally Exempt Providers received individualized technical assistance, health and safety items, quality educational materials, community resources, developmentally appropriate activity suggestions, and seasonal safety tips.

New in 2025: providers received binders to assist with organization of resources and paperwork to support enrollment requirements.

- ✓ Funds were used to provide child sized furniture, developmental assessment tools, and educational learning materials
- ✓ **22 Grants Awarded**
- ✓ **\$8,800** of Resources Provided
- ✓ Funds available per provider increased in 2025 to further support quality improvement

Quality Improvement Grants



Recruitment Business Specialists

Business Specialists work to increase the supply of child care by partnering with new providers and offering individualized support to promote quality programming and long term success.

Recruitment Business Specialists provided:

- 5 Individuals assisted with the application process
- 6 Site reviews to assess child care space safety

Recruitment Business Specialists helped create:

- 2 **NEW** Child Care Programs
- 1 Expanded Child Care Program
- New Child Care Slots: **24 child care slots**
- 47 school aged slots**

NOW OPEN

Enhancing Equity and Inclusion in Child Care

14 Child Care Programs

Enhanced the level of inclusivity and quality of their programs through participation in this initiative.

Designed to give providers necessary tools and guidance to build environments and practices that promote equity and inclusion, effectively enhancing the overall quality of child care programs.

Topics explored: Anti-bias education, supports for children with disabilities and sensory needs, developmental screenings, supports for dual language learners, and classroom materials and environments that support inclusion.

“Children are having beautiful conversations about differences without bias- they are noticing people are different, but there is no sense of superiority in the conversations. It is the first time I’ve been able to have these conversations with children at an age before a lot of unconscious biases have taken hold.”



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NEW
in 2025!

Empire State Family Child Care Collaborative

The Empire State Family Child Care Collaborative works to improve providers' financial well-being and support their physical and mental health. Members receive a range of benefits and services designed to promote successful, sustainable child care businesses. These include:

- Individual and group business coaching and training
- Free one-year license to a Child Care Management Software (CCMS)
- Access to a health insurance navigator and telemedicine services for owners, staff members, and their families
- Informational sessions with a retirement planner
- Tools to automate operations, save time, and improve financial health

Key outcomes from coaching, training, and automation:

- Minimize time spent on administrative tasks
- Achieve and maintain full enrollment
- Receive full and timely payments
- Reduce staff turnover and vacancies
- Lower business expenses
- Increase retirement savings

3 Group Family Child Care programs joined the collaborative in 2025.



Community Child Care Supply Growth Initiative

Child Care Programs received a total of \$157,207.00 in 2025

Creating 5 NEW programs, 57 NEW Child Care Slots,
and 17 NEW School-Aged Slots



Grant recipients receive:

- information about the registration process
- individualized support through the program development phase, including feedback on learning materials
- child care equipment and furniture
- resources for self assessment and continued growth

Additional information provided :

- curriculum resources
- business practices
- additional grant funds
- training opportunities, curriculum resources
- liability insurance
- creating a welcoming & inclusive program

Grant Recipient Feedback:

"I want to tell you how much I appreciate the gentle way each of you regularly checks in on our project... While I know your interests are somewhat professional, I also know you both genuinely care."

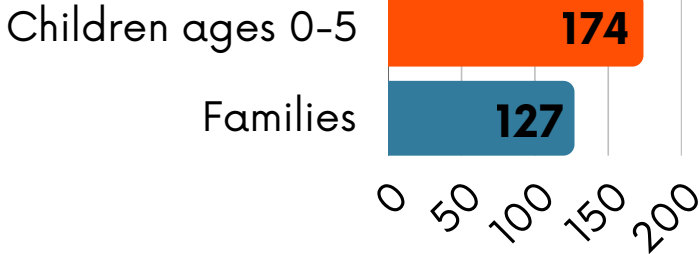
"There is no way we could have done this without racking up credit card debt or taking out a loan. This [grant] got us everything we really needed to open."



Family Services

Strengthens families through relationships, resources, and individualized caregiver support.

Participants

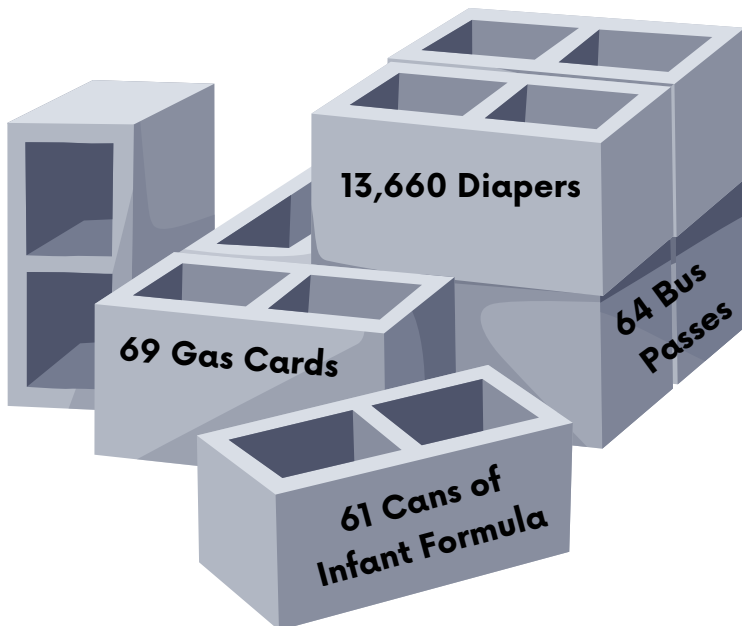


2025 Family Services Team



Concrete Supports

Provided to Enrolled Families



100% of participating children have medical insurance

259



Developmental and Social Emotional Assessments Completed.

- 77% of children that received assessments were developmentally on track
- 18% of children received Early Intervention Services



8,272 total units of contact with families including transports, phone conversations, office visits



1,217 home visits



Community Services

Strengthening families and communities by building connections and welcoming environments in Tompkins and Cortland Counties.

Emergency Child Care Scholarships

\$23,571.92 awarded to cover child care costs for 52 children.



2025 Admin Team

Welcome Little One!



34 Participants

Topics covered: feeding, diapering, bathing, using a baby carrier, car seat safety and installation, soothing baby, safe sleep, and so much more.

Participants report an average 72% increase in knowledge and skills from taking this course.

Participant Feedback: "Thank you so much for doing this! This class series has been the most helpful, confidence-boosting preparation we've been able to access."

"It's a wonderful resource to have in the community."

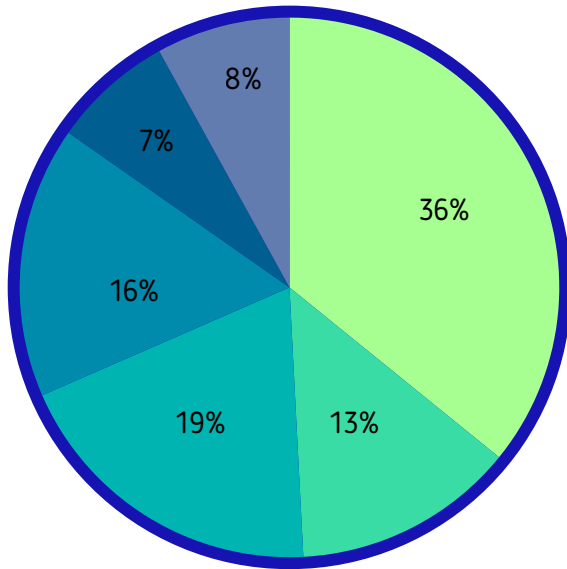
Community Engagement

The Council participated in **30** events throughout 2025 including Community Celebrations, Parades, Resource Fairs, Volunteer Opportunities, and Awareness Events.





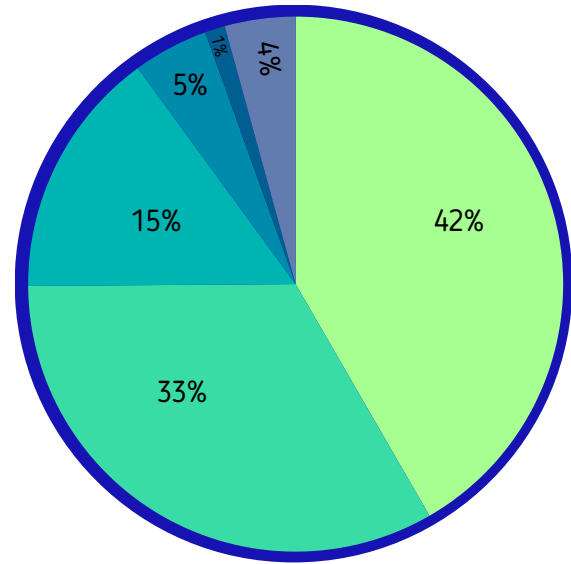
2025 Finances



Expenses

Tompkins Child Care Services (36%)	\$804,743
Cortland Child Care Services (13%)	\$299,542
Basic Needs (19%)	\$432,723
Family Services-Tompkins (16%)	\$365,380
Family Services - Cortland (8%)	\$162,956
Management & General (8%)	\$180,067

Total **\$2,245,411**



Revenue

Cortland and Tompkins Counties (42%)	\$823,211
Federal (33%)	\$656,621
New York (15%)	\$297,721
Community Support (5%)	\$89,927
United Way (1%)	\$24,142
Program & other fees (4%)	\$84,382

Total **\$1,976,004**

Proudly Serving our Community Since 1967

Child Care Services ● Community Services ● Family Services

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Board and Staff

Thank You to the 2025 Child Development Council Board of Directors

John Bauda
Jessica Custer-Bindel
Thomas Evans
Stephanie Fritz
Penny Givin

Kyle Page-Robinson
Chau Pham
Nancy Potter
Brian Rozewski
David Rutherford



Current Child Development Council Team

Administrative:

Diane Feldman
Margaret Tinker
Melissa Perry
Michelle Wright

Child Care Services:

Allison VanGalder
Ann Turcsik
Barb Mechalke
Hannah Behrens
Lisa Potter
Ruth Williams
Sara Sandritter
Delaney Smith
Sue Sopp
Vickie Mundy- Hebert

Family Services:

Ashaneé Brooks
Elizabeth Wolff
Ken Cassano
Lisa Bowman
Lisa Drake
Michael Hoit

Community Services

Amy Riotto
Cassandra Carlton
Jessi Soto-Moyer
Malinda Rees



Thanks for a GREAT 2025!

Doing good work... and having FUN!

