



Annual Snapshot

Financial Year 23-24





Message from the CEO

Dear supporters,

As we approach the 50-year mark, CCRC's mission to cultivate child, family and community well-being is more important than ever. Children are our future, so our investment today is critical for tomorrow. Here at CCRC, we are striving everyday to meet the growing need in our community. Our team of over 1,300 professionals work collaboratively to overcome challenges and seek opportunities to provide culturally and linguistically responsive programs and services. Today, CCRC brings hope and stability to 100,000 children, families and child care providers across 22,500

square miles of northern Los Angeles County and all of San Bernardino County.

The 2023-2024 annual snapshot highlights the work we accomplished while rebounding from the pandemic, rising inflation and the continuing struggle for parents and caregivers to succeed.

Internally, the agency grew by 9.18% with 1077 active employees. We promoted 134 employees. To support the diverse needs of our staff, we renamed Human Resources to People and Culture and expanded the department's scope to support staff's professional, family, and cultural needs on a personal level. We developed a new company wide system that focuses on core competencies and key performance indicators to guide each staff member's work. We also increased compliance training and fine-tuned procedures to comply with regulatory requirements and manage operational changes. This fiscal year marked the start of my 20th year of work at CCRC. I've seen the agency evolve in profound ways to better meet the needs of children and families in our communities. I know the figures we so proudly stand by today will be eclipsed in years to come, as we become even more efficient and adaptable.

Michael Olenick, Ph.D.

LEADERSHIP

Operational Strategies Team



Michael Olenick, Ph. D.

President & Chief
Executive Officer



Donna Sneeringer, MPA

Vice President & Chief
Strategy Officer



Jose Ramos, Jr., MSW, MBA

Vice President & Chief Program
Officer



Lisseth Zouhbi, SHRM-CP

Vice President & Chief Human
Resources Officer



Roger Gagnon, MSCBIS, PMP

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Robert H. Stellwagen

Carolyn Steward,
P/C Head Start Rep

Romalis Taylor

Nancy Villasenor

Richard Wolff

100K+

Children, families,
and child care
providers served

2.3K+

Children enrolled in
Early Head Start and
Head Start programs

96%

Parents said they
were able to keep
their job with their
child's enrollment in
care

128K+

Items distributed to
children, families, and
child care providers

”

We had no clue that this program would be our biggest support during the first six months of our child's life. They helped us pay our bills in a time when we needed the help the most and gifted our baby an amazing stroller. The cycle of giving is nonstop with this program, and our family is thriving because of the support we've received from CCRC. Shoutout to the Parent Educator for being so supportive and answering our never-ending questions about child development.

- Home Visiting Mother

”

It's been great with the support that CCRC gives, they don't just throw you in, they're very supportive. They help you make it fit into your lifestyle. They accommodate your time to get it done and the support has been amazing. Overall, everyone in the program makes you feel welcome and like you can do it.

- Parent

”

I attended Head Start myself and had forgotten about the great opportunities it provided. Recently, I visited the 10th St. location in Lancaster, which opened my eyes to the opportunities available. The schools were clean, the teachers were kind and attentive, and the lunch menu was great. This created a sense of relief for me, allowing me to focus on my own health.

- Parent

Areas of Impact

The whole-child, whole-family approach is central to CCRC's work. We know that families need child care in addition to early learning, nutrition, housing stability and mental health supports, among other resources. Our work continues to evolve and expand to address the varied and emerging needs of families.



**Community
Outreach &
Resources**



**Early
Learning &
Support**



**Financial
Stability**



**Mental
Health &
Well-being**



**Research &
Policy**



Community Outreach & Resources

We host a wide variety of large-scale community and family events throughout the year; collect and distribute books, school supplies, toys, and other critically needed items; and work closely with individual donors and community partners to ensure we have access to diapers, food, cleaning supplies, and other essentials when caregivers need them.



\$615,649

In-kind and cash donations received.



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128,075

Items distributed to children, families, and child care providers.



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23

Large scale events included [Play Days](#), [holiday book, and toy distributions](#), and school supply giveaways.



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50

Emails shared important information and events, [news videos](#), and program updates for 45,316 email subscribers and reached 35,568 [social media](#) followers.



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Early Learning & Support

We host a wide variety of large-scale community and family events throughout the year; collect and distribute books, school supplies, toys, and other critically needed items; and work closely with individual donors and community partners to ensure we have access to diapers, food, cleaning supplies, and other essentials when caregivers need them.



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Fathers graduated the Nurturing Fathers Program that provided a safe space for male figures to deepen their knowledge on attitudes and skills for conflict resolution, anger management and self-nurturing skills.



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2,311

Children enrolled in Early Head Start (EHS) and Head Start (HS) programs.



70%

Of child enrolled in HS and EHS received physical exams and 62% received dental exams.



1,875

Nutritious meals distributed daily to HS enrolled students.



3,540

Participants in 264 play group sessions.



518

Participants in 71 CCRC Parent Cafés learned about the power of resilience, made social connections, learned about concrete support in times of need and gained knowledge of child development.



Financial Stability

A number of different state and federally funded programs help families pay for child care enabling parents to work or go to school. Programs may offer an educational component, meals and snacks, parent education, referrals to health and social services for families, and staff development opportunities to employees. CCRC also supports the growth and professional development of the child care workforce through coaching, apprenticeship programs, and trainings.



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\$425.4M

Child care payments to all care providers.



\$30.5M

Supplemental payments to child care providers.



96%

Of parents said they were able to keep their job because of their child's enrollment in care.



4,561

Participants of the Child Care Initiative Project learned how to launch and grow their home-based child care business.



Mental Health & Well-being

To help families and child care providers remove barriers to their emotional, social, and physical health, CCRC's certified home visitors spend time within a family's home partnering with families to attain self-identified goals. Across agency programs, families benefit from resources and services to support positive child and family outcomes.



883 Participants attended 29 health and safety coaching sessions, and 723 providers received reimbursements for CPR & First Aid certifications.



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830 Trauma Informed Care (TIC) training participants, 57 consultations, 325 outreach activities, and 63 outreach events.



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238 Consultations were held through Building Early Education Strategies (BEES) to support child mental health.



119 Bridge coaching sessions were held for providers caring for foster children.



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705 Families served Developmental Care Coordination helped parents and caregivers identify typical developmental milestones in playing, learning, speaking, behaving, and moving.



1,635 Milestones & More play kits were sold to support the growth of children at any stage of development from birth to 3 years old.



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363 Families and 418 children received 4,300 Home Visits from a child development specialist.



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560 Participants attended 37 cafés with the Tribal Child Care Association of California to create a Strengthening Families parent café for workforce pathways.



Joint Training Partnership

With Childcare Providers United and the Service Employees International Union Education and Support Fund was formed to train child care providers and better support children that have experienced childhood trauma.



Research & Policy

CCRC's research and [advocacy efforts](#) directly impact the well-being of California children and families, and the early care and learning workforce. We work collaboratively across the state to research, problem-solve, and communicate barriers and solutions through ongoing program work, visits to legislative offices, convenings, and our annual Policy Forums.



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Impact of Home Visiting

Almost half of children in CCRC's Home Visiting programs have been referred to hearing, physical, vision, developmental or social-emotional services, ensuring prompt support and intervention. Home Visiting improves social and emotional competence of children development and services increased protective factors including parent resilience, parent knowledge in child development, parents' social connections, access to concrete supports in times of need.



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Targeted Child Care Resources

The Preschool Development Grant (PDG) concluded in December 2023 after 4.5 years. We utilized the PDG to host over 1,000 cafes attended by 10,000 parents and caregivers throughout the state. The SEIU Education and Support fund enabled us to engage over 1,000 providers in more than 200 trainings and cafes. With our partners, we've distributed over \$225,000 stipends to 1,200 providers who completed over 9,000 hours of training.



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Data-driven Decisions for Lawmakers

CCRC Research staff created child care deserts maps for LA and SB counties to communicate the need for additional child care funding in under-resourced communities. The maps are being used by partners to understand and advocate for increased support for child care in communities that are historically underserved. Surveys measured family access to child care and outcome measurement tools were used to determine effectiveness of existing programs.



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For the City of Burbank & YMCA

We conducted a child care needs assessment to analyze availability, cost, demand, options, demographics, etc. Maps and geographic data, both from CCRC and public resources, were analyzed to develop findings alongside a community assessment survey to help the YMCA and City of Burbank make data-informed decisions about future child care projects.



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Engaging Elected Officials

CCRC's [ongoing advocacy](#) has led to continued investments in early care and education programs at the state level, despite challenging state budget constraints. We recorded 63 virtual and 116 in-person meetings with legislators and/or staff. CCRC hosted a convening to explore the topic of developmental screenings, as well as two policy conferences.

Program Highlights



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Apprenticeship Program Expansion

We implemented the Early Care and Learning Pathways for the Professional Development and Promotion Apprenticeship program, as well as in the Early Care and Learning (ECL) division. Participants continue their education, receive tuition reimbursement, and engage in practice-based coaching and mentoring, which leads to a career in ECL.



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Community Support in Baker

Many families in Baker share trailers and live in the recently closed prison. CCRC Resource & Referral joined a community resource fair to provide the underserved children with backpacks and schools supplies, fresh produce, clothing, and more.



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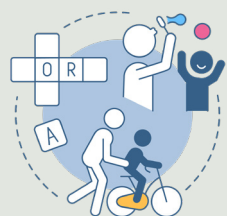
Parent Involvement in Head Start

Head Start's Policy Council enabled parent council members to influence the structure, curriculum and experience of their children's learning.



School Readiness Resource Fairs

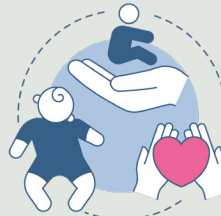
School readiness resource fairs supported families with backpacks, books, school supplies, and clothing for the new school year.



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Family Child Care Education Network Expansion

The Family Child Care Home Education Network (FCCHEN) was awarded expansion in Los Angeles County and for the first time in San Bernardino County. We were able to hire three more coaches in Los Angeles, and one supervisor and three coaches in San Bernardino. We recruited 32 providers who have agreed to be part of the FCCHEN program and have successfully enrolled 39 children.



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Community Baby Showers

CCRC hosted [community baby showers](#) for expecting mothers and mothers of infants up to six months. The baby showers provided emotional support, community resources, information, and baby items to help families in need with their journey as parents.

Our Spaces & Systems



Infrastructure

The physical and virtual infrastructure in place at CCRC supports employee workflow, client relations, and connectivity. Management of seven offices and over 20 Head Start and Early Head Start locations requires thoughtful development of space and communications to ensure staff are supported in their work.



Facilities

In conjunction with a new employee benefits and time management system designed to streamline staff's experience, new electronic time clocks were installed across all CCRC offices. Additionally, in honor of a CCRC Board Member who had served the agency for nearly two decades, CCRC celebrated this fiscal year the opening of its Jeriel C. Smith Executive Suite.



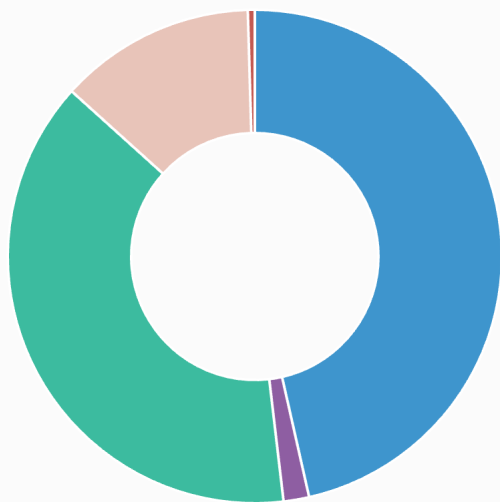
Hacker Series/ Employee News

To ensure staff is informed and feels connected, CCRC Communications developed a staff news update. The bi-monthly series features the latest announcements, as well as highlight and profile features. The Hacker Series was developed internally as a way to educate staff about cyber security and prevent data breaches.

Financial Strength

CCRC leverages a braided system of funding sources, including contracts through city, county, state and federal entities, as well as private grants. The agency has diversified its portfolio of resources to be able to successfully tap into new funding streams that strengthen our position and create resilience against shifts in government.

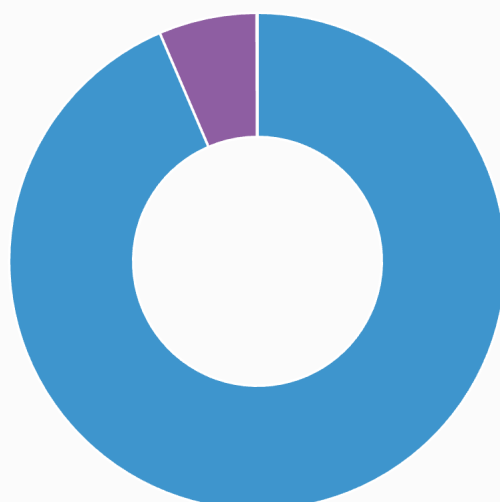
FY24 FINANCIAL REVENUE BREAKDOWN



- State, 46.47%
- Federal, 38.55%
- Fee for Service, 12.86%
- County Local, 1.67%
- Fundraising, Grants, Foundations, and Other, 0.45%

Funding From	Total Revenue	% of Total Revenue
State	\$310,694,244	46.47%
County & Local	\$11,186,843	1.67%
Federal	\$257,736,292	38.55%
Fee for Service	\$85,954,478	12.86%
Fundraising, Grants, Foundations & Other	\$3,034,870	0.45%
Total	\$668,606,728	100%

FY24 FINANCIAL EXPENDITURE BREAKDOWN



- Programs & Services, 93.56%
- Fundraising, 0.05%
- Agency Overhead, 6.39%

Funding Supports	Total Expenditure	% of Total Expenditure
Programs & Services	\$614,563,841	93.56%
Agency Overhead	\$41,953,043	6.39%
Fundraising	\$358,905	0.05%
Total	\$656,875,789	100%

FY24 EARLY HEAD START & HEAD START FINANCIAL REPORT

Fund Source	Total Amount
CSPP Part Year (CDE)	\$2,716,537
CSPP ARPA stipends (CDE)	\$1,553,314
Family Child Care Networks (CDSS)	\$3,344,655
Basic	\$35,118,113
Basic Training & Technical Assistance	\$310,690
Early Head Start	\$13,105,961
Early Head Start Training & Technical Assistance	\$241,855
Child Care Food Program	\$788,238
Total Amount of Funds	\$57,179,363

Line Item	Total Amount
Total # of children served (HS and Early HS)	2,311
Total # of families served (HS and Early HS)	2,200
% of eligible children	94%
Average monthly enrollment %	78%
% of enrolled children that received physical exams	70%
% of enrolled children that received dental exams	62%
% of enrolled children that received vision exams	70%
Meals served (CCRC)	216,856



Antelope Valley

250 Grand Cypress Ave.
Palmdale, CA 93551
661-789-1200

Chatsworth Warehouse

20100 Plummer Street
Chatsworth, CA 91311
818-717-1000

San Fernando Valley

20001 Prairie Street
Chatsworth, CA 91311
818-717-1000

Sacramento

1121 L Street, Suite 205
Sacramento, CA 95814
GovernmentRelations@ccrcca.org

San Bernardino

1111 East Mill Street, Suite 100
San Bernardino, CA 92408
909-384-8000

Sylmar

13100 Telfair Ave., 2nd Floor
Sylmar, CA 91342
818-717-1000

Victorville

15456 West Sage Street
Victorville, CA 92392
760-245-0770