



Annual Impact Report



2024/25

We are redefining the field of high-quality early care and education—setting new standards where excellence is not the exception, but the foundation for every child's future.

Norma Honeycutt, Executive Director



Projects

Details

Outcome

Forest School

Surrounded by nature, they built confidence, curiosity, and problem-solving skills while developing a lifelong love for the environment.

- 18 children participated in our Forest School—an innovative program that takes learning outdoors

Nutritious Meals

Nutritious food = stronger minds, happier kids, and brighter futures.

- 83,000 healthy breakfast, lunch, and snacks served

School Age Programs

Where children explore STEM, grow with highly trained staff, and thrive in small groups.

- 95 Children participated in after school, summer fun camps, school break camps

360

Children receiving high quality inclusive early care and education.

\$285,500

Worth of subsidized care — made possible through community support, grants, and donations.

5

Teachers receiving higher education scholarships



I just completed a level 3 Triple P session with a father of two children who recently lost the mother of his children to a drug overdose. He has struggled to keep appointments, as he admittedly hasn't been in a good mental state. He has preserved and completed his sessions.

His comment to me today was that he didn't really know how much he needed the classes until he was "made" to take them. He asked if he would be able to do review classes if needed so he could make sure that he is the best parent to his children.

Emilie Scharf, Family Support Director

FAMILY SUPPORT



10 community family events with **1,457** people attending

247 parents completed individual Triple P Parenting Classes



84 families received intensive family support

\$3,510 worth of scholarships were provided for Triple P Parenting sessions



Everyone deserves a caring environment that nurtures their mental health and well-being.

I started individual therapy with the mother, who then requested to have family therapy sessions with her husband and 3 of their 5 children. I then started doing family therapy with the mother, father and their 2 daughters. From this, the oldest adult daughter became a client and now the father (who was completely against therapy) is now requesting my services to work through his childhood trauma. The entire family states they like how I am able to see the entire picture and able to assist them to see it as well.

MENTAL HEALTH CLINIC STATISTICS



51

CHILDREN



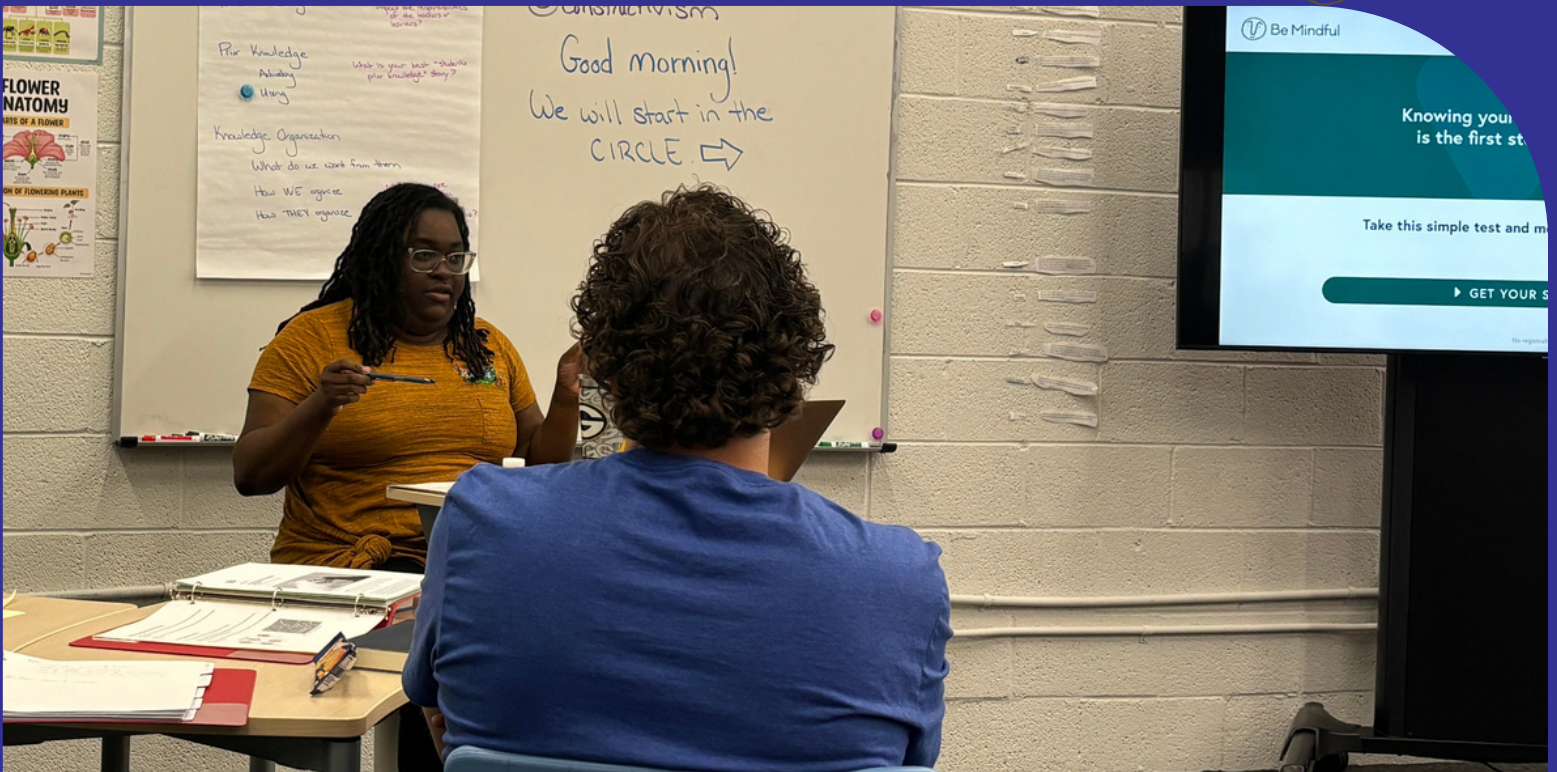
69

ADULTS



25

FAMILY THERAPY



Everyone deserves a place to feel safe

Success Story: A Parent's Perspective

When our daughter started, she had only a few words, wasn't eating solid foods, struggled with balance, and had never been in a childcare setting. Now, she's fully part of her classroom, talks in full sentences, follows instructions, plays with friends, and is even potty training!

Thanks to the amazing support from the staff and her therapy team, she's making incredible progress. We're so proud of how far she's come!

BEHAVIORAL HEALTH

CLINIC SERVICES

2024/25



48

FAMILY TRAINING HOURS



15,159

ABA THERAPY HOURS



138

CLASSROOM SUPPORT HOURS



34

CLIENTS SERVED



"My dream has always been for all children—regardless of ability—to learn, grow, and play side by side, in an environment where differences are not just accepted, but celebrated.

Cassie Karriker, Clinical Director

262

Children ages birth – three recieved Community Based Rehabilitative Services (Developmental Therapy)

508

Assessments/screenings completed

76

Children referred for additional services.

Projects

Details

Outcome

Community Based Rehabilitative Services (Developmental Therapy)

Services delivered in the child's natural environment, usually the child's home.

- Serving 16 Counties
- 1215 sessions

Inclusive Classrooms

Serving children with diverse needs in classrooms with their typical developing peers.

- 147 Children
- 18 Classrooms



Program Growth & Outreach

ABA Therapy: Over \$1.12 million invested in services for children needing intensive behavioral support.

Operations at The Woods: Nearly \$1.15 million, ensuring high-quality care.

Best Street Operations: Over \$1.09 million sustaining childcare and family services at this location.

Family Support: More than \$89,000 dedicated to strengthening families through guidance, home visits, and resources.

Counseling Services: Over \$53,000 ensuring access to mental health and emotional well-being support.

CBRS (Community-Based Rehabilitative Services): Over \$320,000 supporting children's development in inclusive settings.



Strong Community Impact

\$1.9 million

Net Income –reflecting community trust and support for your programs.

\$4.57 million

Total Equity – showing financial stability and long-term sustainability

\$405,592

Grants & Donations = 7% of total income

We'd like to thank all our donors for their generous support

Acknowledgements



Majestic Oaks – \$10,000+



CareSource Foundation	Merancas Foundation
Celia and Steve Jarrett	Mr. Fred Stanback
Dirk Ohley	Mr. and Mrs. Mark Ritchie
F&M Bank	Peeler Foundation
Johnson Family Foundation	Salisbury Rowan Community Foundation
Laura Ritchie	The Blanche & Julian Robertson Family
Leon Levine Foundation	

Towering Pines – \$5,000–\$9,999



Jay and Sharon Whittington	Lane Wallace
Novant Health	

Our 2024/25 Donor Family Continued...



Strong Maples – \$1,000–\$4,999

Civitan of Salisbury	Raymond and Kay Coltrain
Karen P Campbell	Scott and Diana Aldridge
Mr. Gordon Hurley	St. Luke's of Salisbury Foundation
Mr. and Mrs. Branson Pethel	Susie Ritchie
Nancy Beard	Timothy A Keppel
Nikolay Lozanov	Trudy Thompson



Sturdy Cedars – \$500–\$999



Amy Jeffries	Lawana Ford
Bill Godley	Mark and Melissa Shue
Bob Cook	Marty and Amanda Brennaman
Carrie Holz	Mr. and Mrs. E. William Wagoner
James Javurek	Mrs. Kathy and Dennis Ingold
Ken and Judy Keppel	Rikki and Becky Spencer

Our 2024/25 Donor Family Continued...



(Give Every Month)

- Edith Bolick
- Mark & Norma Honeycutt
- Katie Miller
- Glenwood Oats Jr
- Mary Short
- Angel Thomas



Graceful Willows – \$100–\$499



Amy Medlin	Lindsay Wineka
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Lawana Ford	Todd Thompson
Libby Post	Vincia Benjamin Miller

Our 2024/25 Donor Family Continued...



Young Saplings – \$25–\$99

Vincia Benjamin Miller	Kathy Rusher
Arlene H Hankins	Kay Wilson
Ashley Petty	Keith Anderson
Cayden Usher	Ken Clarke
Chandler Lippard	Maegan Parnell
Christopher and Patricia Rocca	Mallory Patterson
Cindy Amaral	Matt Marsh
Eric Reavis	Patricia McCubbins
Erik Lipscomb	Stephanie Petrea
Evan Hall	Joe Kid
Evan Kerr	The Carolina Stamping Co.
Jeanne Mastro	Thomas Hawkins
Jimmy & Donna Greene	Troy Dibley

Seed Starters – Gifts under \$25

We gratefully acknowledge the many generous supporters who gave less than \$25 this year. Your contributions—no matter the size—nurture the roots of our mission.



Your Support Makes the Difference.

Every day, children and families walk through our doors with unique stories, dreams, and challenges. We meet them with high-quality early learning, family support, mental health services, and inclusive care that changes lives.

This year, your generosity made it possible to:

- Provide nurturing early education for 320 children.
- Deliver thousands of hours of mental health, developmental, and ABA therapy to children and families..

✨ **Capital Campaign: Rooted in Growth. United as One.**

We are embarking on an exciting journey to bring both early learning centers together at The Woods, creating a unified campus that will expand classroom space, strengthen collaboration, and add a much-needed mental health clinic.

✨ You can help. Your gift ensures that every child has what they need to thrive, and every family feels supported. Together, we can build a brighter future for our community.

Ways to Give:

- Donate online at epartnersinlearning.org/donate
- Mail your gift to: Partners In Learning, 1775 S. Martin Luther King Jr. Ave., Salisbury, NC 28144
- Call 704-638-9020 for more information

🌱 **Thank you for being a partner in this journey. With your support, we grow stronger—together.**



Partners In Learning Strategic Plan 2025–2028

Mission: Partnering with families and communities to promote the development of all children through early care, education, intervention, and family support services.

Vision: To expand community partnerships where children and families experience comprehensive services within a sustainable environment.

Sustainability Strategic Goal: Maintain sustainability across all facets of Partners In Learning.

Objectives:

Review recruitment strategies, benefits, and salaries (2025)

We will have a planned giving program with at least one documented bequest. (2025)

Establish a sustainable endowment fund. (2025)

Build a reserve fund equivalent to three months of operating expenses. (2027)

Excellence Strategic Goal: Achieve the highest level of excellence across all areas of Partners In Learning.

Objectives:

Early Learning – NAEYC Accreditation (2026)

ABA Clinic – Achieve [Specific Accreditation, e.g. BHCOE, CARF] accreditation (2028)

Streamline administrative processes to reduce paperwork and improve staff productivity. (2026)

Reduce staff turnover rates across all departments, creating a stable, supportive work environment that promotes excellence. (2027)

Facilities Strategic Goal: The facilities that meet the needs of Partners In Learning as we strive towards excellence

Objectives:

Formulate a detailed strategic plan to analyze, plan, and execute the move of the Novant site to the Woods, focusing on optimizing space, enhancing patient/child/family experiences, and ensuring long-term sustainability. (12/2026)

Analyze future needs and potential for acquiring adjacent acreage for campus-style expansion. (12/2026)

Secure full funding, finalize architectural designs, and have a contracted builder ready to commence construction for the Woods site additions. (12/2027)

Partnership Strategic Goal: Maintain and expand resources and partnerships within Partners in Learning and the community.

Objectives:

Develop a strategic initiative to identify community partnerships and determine ways to increase community partnership engagement. (12/26)

Host 15 family engagement events with a baseline 90% of participation. (12/2026)

Develop and implement a comprehensive program replication strategy. (2027)

Organization Leadership

Board Members

- Lyn Boulter, Member Emeritus
- Ebony Boyd
- Karen Campbell, Vice Chair
- Allison Doby
- Ashley Garduno
- Celia Jarrett, Board Chair
- Glenwood Oats, Jr., Treasurer
- Mallory Patterson
- Jill Rabon
- Susie Ritchie
- Melonie Thompson, Secretary
- Bill Wagoner

Executive Leadership

- Norma Honeycutt, Executive Director
- Cassie Karriker, Clinical Services Director
- Heather Fidler, Woods Early Learning Director
- Aleshya Spruill, Best Street Early Learning Director
- Salisha Atkins, Human Resources Director
- Katelin Rice, Development Director

