

Network Child Care Services

Your CHILD is our FIRST priority



22

YEARS of providing exceptional services to young children & families

ANNUAL REPORT

NOVEMBER 2013

MISSION STATEMENT



“Providing EXCEPTIONAL Early Learning Experiences and Child Care Services to Children and Their Families in a Community of Diverse Needs.”

CORE VALUES

NETWORK operates and delivers services and programs guided by a shared belief in core values and principles:

- Network values children, families, their needs and the needs of their community, as the pivotal purpose of our ambition.
- Network values an environment that promotes mutual respect, diversity, inclusiveness, and equity in all its practices, services and decision making processes.
- Network values maintaining integrity and dignity in all its services, practices, and operations.
- Network values working collaboratively with families as integral partners in their child's development, learning and education choices.
- Network values the dedication of its staff members and affiliated home child care providers and recognizes their professional contribution and commitment in fulfilling Network's mission statement and goals.
- Network values liaisons with community organizations as providers of resources and support partners.

BOARD PRESIDENT'S and EXECUTIVE DIRECTOR'S REPORT



STAN SMYER AND SPYROS VOLONAKIS

Welcome to Network's **22ND ANNUAL GENERAL MEETING**. We are delighted to report that we have come to the end of another successful year. In conjunction with ongoing economic restraints and challenges, the downsizing, restructuring and repositioning of Network's programs and services have proven to be a result of the impact of Full Day Kindergarten. These adjustments allow Network to maintain its commitment to meeting the needs of young children and families in delivering outstanding quality child care. Despite this realignment necessity, Network's staff and affiliated home child care providers continue to receive numerous professional development opportunities which further enhance their current levels of expertise. This investment has directly resulted in the Organization's ability to maintain an enrolment of more than 750 children daily. Clearly, this result would not have been achieved without the unrelenting and dedicated work of the affiliated home child care providers and staff of Network Child Care Services.

We would be remiss if we did not acknowledge the support that Network derives from the families who entrust us with the care of their children.

Some of the highlights of this past year's achievements have included on-going training initiatives, such as the Ontario Framework: *'Early Learning Framework (ELF) part 2 presented by Mothercraft College.'* This training, which will continue into the New Year, has enriched Network's staff and affiliated home child care providers. This initiative was undertaken with a view to strengthening and enhancing the delivery of the daily curriculum. In addition, other engaging educational opportunities and interactive learning sessions such as *'Fostering Child Development Through Play'* presented by faculty members from the Ontario Institute for Studies in Education, and the *'Cooking 101'* series presented by Chef Robert Caspary from George Brown College were offered, thus giving affiliated home child care providers and staff the opportunity to become acquainted with new perspectives and experiences. Taken together, this professional development enables Network to offer the children within our programs, a greater opportunity to realize their optimal potential and be ready to continue with their formal education in school.

In addition, Network has continued to diversify its program delivery to include offering before and after school care to children who have become enrolled in full day kindergarten programs. This program located at Holy Cross Catholic Elementary School, embraces a collegial partnership with the Toronto Catholic District School Board and the teaching staff located at the school. Children are offered quality care prior to attending their full day program within the school as well as school care, allowing them to benefit from the "seamless" day which categorized the philosophical basis of the full day kindergarten perspective. Network is well positioned to offer this type of program to any school given the opportunity.

BOARD PRESIDENT'S and EXECUTIVE DIRECTOR'S REPORT



STAN SMYER AND SPYROS VOLONAKIS

We cannot underscore the significance of promoting and enriching the level of child care programming. At a time when the rate of learning is growing exponentially, we recognize that it is essential for Network to remain at the forefront of the new trends and directions. In this regard, we can proudly take credit for the fact that the youngsters in our care are supported by professionals and caregivers who are trained to engage the children in enriched and diverse experiences. In short, Network understands the changing trends and initiatives and embraces such new direction. In this way, we are able to continue to meet the needs of young children and families. To place the children at the “centre” is to offer the best possible programs and care in their very critical formative years.

Complementing Network’s programming efforts is its participation and involvement in the greater child care community. Carrying on with its tradition of community participation, Network continued to take on leadership roles in a range of community efforts and initiatives. In its participation at various table discussions, much of Network’s attention has been focused on anticipating and planning for future changes and transitions. Community collaboration has certainly been a hallmark of Network’s objectives as it continues its third decade in operation, well positioned to meet the challenges ahead.



BOARD PRESIDENT'S and EXECUTIVE DIRECTOR'S REPORT



STAN SMYER AND SPYROS VOLONAKIS

As we look forward to future growth successes, we take this opportunity to acknowledge the assistance and support of the Ministry of Education, the City of Toronto Children's Services and the Toronto Catholic District School Board. We thank them for all their ongoing efforts and look forward to their steadfast support and encouragement.

Finally, we wish to leave everyone with the overriding reassurance of Network's commitment, to offering quality early years learning and child care programs. Network is supported by strong principles. Its commitment to excellence, accountability, transparency and integrity permeates every aspect of its operations, be that in the Home Child Care Division, or the Early Years Learning and Child Care Centres. We are confident that with such foundations, Network is well-positioned to meet and embrace the path that lies ahead.



PROGRAM PHILOSOPHY and GOALS



PHILOSOPHY

Network believes that all children and their families should have equal opportunity to access high quality early childhood educational programs, in a diversely enriched, and inclusive learning environment. We believe that children should be provided with experiences which build positive self-esteem and confidence, support their emotional, social, creative, academic and physical needs and development. Network believes that children should be provided with a positive learning environment that inspires learning, promotes autonomy, appreciates diversity, provides opportunity and freedom to make choices, celebrates accomplishments, promotes self respect and respect for others, and encourages responsibility, and order.

Network believes that parents and guardians have the primary responsibility for the care, education and advocacy of their children. Parents and guardians are entitled to pursue financial security, further education and/or personal fulfillment while being involved, informed and supported in the daily life of their children's child care experience. Network supports parent/guardian involvement in their children's early learning and development, and recognizes parent/guardian participation as an integral part of their child's learning and development.

Network believes that all staff 'and affiliated home child care providers' should be recognized for their strong commitment to the development and education of children, based on the importance of the work they have chosen, and their suitability of skills and qualifications for their work. Network believes that staff are entitled to receive equal treatment and opportunities, open communication and input into decision making, equitable recognition for the value of their work, and support for professional development.

OUR GOALS

Network's goals are to consistently provide children and families of the community with excellence in superior service, quality and innovative choices in meeting their educational and child care needs. In meeting our goals Network will provide progressively enriched child-oriented programs that, in reflection to our philosophy and core values, will provide children with positive learning experiences that will support and enhance their development in language, intellectual growth, physical growth, social and emotional skills, within a safe, healthy, child-centred environment where each child is safe, valued and respected.

CURRENT PROGRAMS and SERVICES OFFERED

PROGRAMS AND SERVICES OFFERED



Consistently meeting and **EXCEEDING** the licensing requirements of the Ministry of Education, and ensured quality program practice as measured by the City of Toronto's Operating Criteria, Network has maintained a reputation of professional standards, delivering quality early learning programs, and offering **INNOVATIVE** options in superior child care services.

NETWORK has expanded its licensed services to more than 750 children from infancy to 12 years, within eleven multi-site based early learning and child care centres, and a Home Child Care program.

Our programs and services offered reflect the contemporary needs of today's evolving family, and respond to the trends impacted by social, economic and political events. Network is proud to offer the following services and programs:

- **Early Years Learning and Group Based Child Care Centres** which are conveniently located throughout the Greater Toronto Area. Within the centres, an enhanced daily program is offered including music and movement classes and early literacy programs that promote language and reading skills development for all children. All Centres follow the Ontario Early Learning Framework (ELF).
- **Early Years Learning in Home Child Care Program** is affiliated with approximately 80 Home Child Care Providers who offer their services to approximately 250 children.
- **Resource Teacher and Family Community Support Resources.** Working with a solid network of community partners, Network provides access to agencies and professionals that support children's healthy development:
 - ✓ Preschool Speech and Language Program
 - ✓ Ontario Early Years Centres
 - ✓ Healthy Babies, Healthy Children
 - ✓ Infant Hearing Program
- **Specialty Child Care Services** catering to trade shows, conventions, special events venues and corporate child care, providing support to corporations.
- **Training and Professional Development Workshops** for staff and affiliated Home Child Care Providers. Educational opportunities are provided for staff and affiliated Home Child Care Providers.
- **Care Providers** to keep them abreast of current issues in child development, educational methods, parenting strategies and new strategic directions.
- **Network's Resource Library** offers an exchange facility of equipment, learning materials and information resources for affiliated Home Child Care Providers, child care staff, and families.
- **Assistance for obtaining Fee Subsidies** from City of Toronto Children's Services (www.toronto.ca).

Our PARTICIPATION in the CHILD CARE COMMUNITY



Network Child Care Services is an active participant in many of the child care community associations and events. We feel that it is vital to maintain effective communication among everyone who shares in our philosophy, that quality early learning and child care programs for all children is a right and not a privilege.

MEMBERSHIPS, COMMUNITY PARTNERSHIPS AND AFFILIATIONS:

College of Early Childhood Educators. Network's Early Childhood Educators are registered and in good standing with the College, which confirms their professional status and ensures they are competent and qualified professionals.

NETWORK CHILD CARE SERVICES is affiliated with the following organizations:

- ✓ Canadian Child Care Federation
- ✓ Association of Early Childhood Educators (AECEO)
- ✓ Coalition for Better Child Care
- ✓ Canadian Association of Exposition Managers
- ✓ Home Child Care Association of Ontario (HCCAO)
- ✓ Home Child Care Association of Toronto
- ✓ Umbrella Central Day Care Services
- ✓ Quality Early Learning Network (QELN)
- ✓ Ontario Studies in Education (OISE)
- ✓ Mothercraft College
- ✓ City of Toronto, District Child Care Advisory
- ✓ City of Toronto, Child Care Supervisors' Network

GENERAL PROMOTIONS:

Network's PROGRAMS and SERVICES are marketed to the community and the public by promotional opportunities in shopping mall facilities, libraries, corporations, firms, community centres, churches, community festivals, T.T.C. subway stations and through radio specials.

TRADE SHOWS, SPECIAL EVENTS AND CHILDREN'S CAMPS:

Providing child care services at trade shows and special events such as; "The One of A Kind", "The "National Home Show", the Elementary Teachers' Federation of Ontario, Ontario English Catholic Teachers' Association, St. Michael's Hospital, Toronto Housing Corporation, City of Toronto Children's Services.

CHILD CARE UPDATE



The Early Learning and Child Care Sector remains volatile with continuous changes. At both the political and the policy level there continue to be a number of initiatives and events that will impact on the capacity of Network Child Care Services to deliver high quality Early Learning and Child Care opportunities to the children and families to whom the organization provides services.

1) **Name Change at the Ministry of Education**

A change in name for the Ministry of Education division that now has responsibility for all the programs and services delivered through Network Child Care Services. As of October 1, 2013, the division formally called **The Early Learning Division** has been named **The Early Years Division**.

This represents a shift in the philosophical direction from a focus on learning to a broader approach looking at a wide range of programs and services for young children and their families.

Responsibility for all programs and services related to the Licensed Child Care Sector, Full Day Kindergarten and Family Support Programs now fall under the auspice of the Ministry of Education in the **Early Years Division**.

2) **Moving forward with the Modernization of Child Care**

The modernization of child care continues to move forward. There are a number of activities currently underway that may have a significant impact on the work of Network Child Care Services once these activities are announced publicly. They include:

Day Nurseries Act revisions:

- Mr. Jim Grieve, the Assistant Deputy Minister, Ministry of Education recently stated that there will be “profound changes” to the legislation;
- According to Mr. Grieve, the focus will be on program content with less emphasis on things such as window size;
- There is a team working on this now within the Ministry;
- Timing will depend upon the Provincial Legislature as these are legislative changes. It is difficult to know what priority will be assigned to this as the legislative agenda is established.

Early Learning Framework/Early Learning for Every Child Today

- The ELECT document has been updated (with very few changes) and is being called the Early Learning Framework (ELF);
- The Ministry is taking it, as Mr. Grieve states, to “the next level”;
- The revision will go more deeply into actual practice and will articulate curriculum and pedagogical requirements and outcomes;
- It is anticipated that Licensed Early Learning and Child Care programs will be required to meet and implement a planned curriculum that will achieve an identified set of outcomes.

CHILD CARE UPDATE



3) **Ontario Early Years Policy Framework (2013)**

- a. **The Ontario Early Years Policy Framework** is a document that outlines the provincial government's vision for the Early Years and sets out the priority areas for action.
- b. **The Ontario Early Years Policy Framework** sets out four guiding principles:
 - i. Programs and services are centred on the child and the family;
 - ii. Programs and services are of high quality;
 - iii. Strong partnerships are essential;
 - iv. Programs and services are publicly accountable.
- c. Priority Areas for Action as outlined in the **Ontario Early Years Policy Framework**
 - i. Continue with the implementation of Full Day Kindergarten;
 - ii. Create an effective approach to implementing Best Start Child and Family Centres:
This involves rethinking the system of Ontario Early Years Programs and other Family support programs so that they are better coordinated and easier for families to access.
 - iii. Improve the delivery of Speech and Language Services;
 - iv. Stabilize and transform the child care system:
 1. Develop a "comprehensive framework to guide programming in Licensed Child Care and Family support settings";
 2. Review the Day Nurseries Act;
 3. Strengthen the capacity and leadership of the child care sector.

4) **Full Day Kindergarten**

- a. Almost fully implemented; Will be completely implemented by September 2014.
- b. Uptake from parents continues to be high.
- c. There is currently a number of challenges with the implementation of FDK particularly as related to the Licensed Child Care Sector.
 - i. Many child care centres are providing the before and after school programs for the junior and senior kindergarten children who are in FDK;
 - ii. There continues to be some flexibility on the part of the City of Toronto with respect to kindergarten children staying in Licensed Child Care Centres but this flexibility is diminishing as full implementation of FDK gets closer. At that time, the City is saying that no kindergarten aged children can remain in a full day Child Care Program. (They may be part of a before and after school program delivered in the kindergarten classroom by the Centre serving as the 3rd party contractor);
 - iii. It is important to note that even in those Centres where there is a school age program (ages 6 to 12) and the school age children come back to the Centre for lunch (provided by the Centre) at this point, this option is not open to FDK children.

CHILD CARE UPDATE



5) **“Every Child Belongs” Program Review**

- a. The City of Toronto Children’s Services is reviewing how supports for children with special needs will be implemented across the city;
- b. It is anticipated that there will be a reduction in the number of agencies under direct contract to the city to house resource educators;
- c. It is hoped that this will not result in significant changes in access to supports for centres, licensed home child care and most importantly the children and families who count on this support.

6) **Toronto Preschool Speech and Language Review**

- a. A City of Toronto review process;
- b. It is expected that there will be reduction in the number of service providers under contract to the city;
- c. There is an expectation on the part of the city that there will be more consistency in the delivery of Speech and Language services across the city;
- d. There will be a greater emphasis on achieving outcomes.

7) **Ontario Non-Profit Corporations Act**

- a. Changes are being made to the legislation by the Ministry of Consumer Services;
- b. There are changes to accountability related to governance including definitions and the role of members;
- c. It was expected that this would be proclaimed in January 2014 but proclamation has been delayed and the implementation date is not longer clear.

Network with the assistance of Counsel Ms. Iryna Iwachiw has reviewed the proposed legislation to ensure that the existing by-laws comply.

8) **Continuous Professional Learning Regulation**

- a. This is a regulation that relates to the College of Early Childhood Educators and will require that all registered Early Childhood Educators engage in an ongoing program of professional development to maintain their registration in good standing with the College;
- b. The Regulation is being drafted by the Province now and once completed will go to the Legislation and Regulations Committee for public consultation;
- c. While it is anticipated that this may take some time to come to fruition, the College of Early Childhood Educators is currently conducting a pilot program on Leadership that includes a very strong component of professional development.

CHILD CARE UPDATE



9) **Review of the College of Early Childhood Educators Act**

- a. The College has now been in operation for 5 years. The legislation must be reviewed every five years and this review is now underway;
- b. There was an opportunity for submissions in response to this review and the Ministry received approximately 30 responses;
- c. Proposed changes to the legislation will go to the Standing Committee where there will be a further opportunity for the public to have input into the legislation;
- d. Given the heavy legislative agenda, it is difficult to determine when this will go forward.

10) **City of Toronto Governance Criteria**

- a. The City of Toronto Children's Services Division is preparing a revision of the Operating Criteria and a new component which focuses on Governance requirements for those agencies with a purchase of service agreement;
- b. The Governance Criteria is being piloted now and will be fully implemented in 2014.



TIPS ON CHOOSING A LICENSED CHILD CARE SERVICE



A **LICENSED CHILD CARE SERVICE** allows children to learn and play in a healthy, secure, and friendly environment. Some of the questions a parent should ask when looking for a licensed child care service are:

- Is child care what I really want for my child?
- Do I want it to be close to home or work?
- Do the hours fit my schedule?
- Would I feel comfortable leaving my child there?
- Can I afford it or should I seek financial assistance?

A parent or caregiver will answer these questions differently according to the situation and needs of the child. However, there are some basic points that all parents and caregivers should look for in a child care service. The following outlines some suggestions for parents in conjunction with their search for a quality child care program.

Start your search early:

- If possible, give yourself a minimum of three to six months to find a good program.
- Contact the City of Toronto Children's Services for names of licensed child care agencies. Also, find out from the City if you are eligible for publicly funded child care services.
- Talk to relatives, friends, and neighbours. They may be able to recommend child care services based on their experiences.



TIPS ON CHOOSING A LICENSED CHILD CARE SERVICE

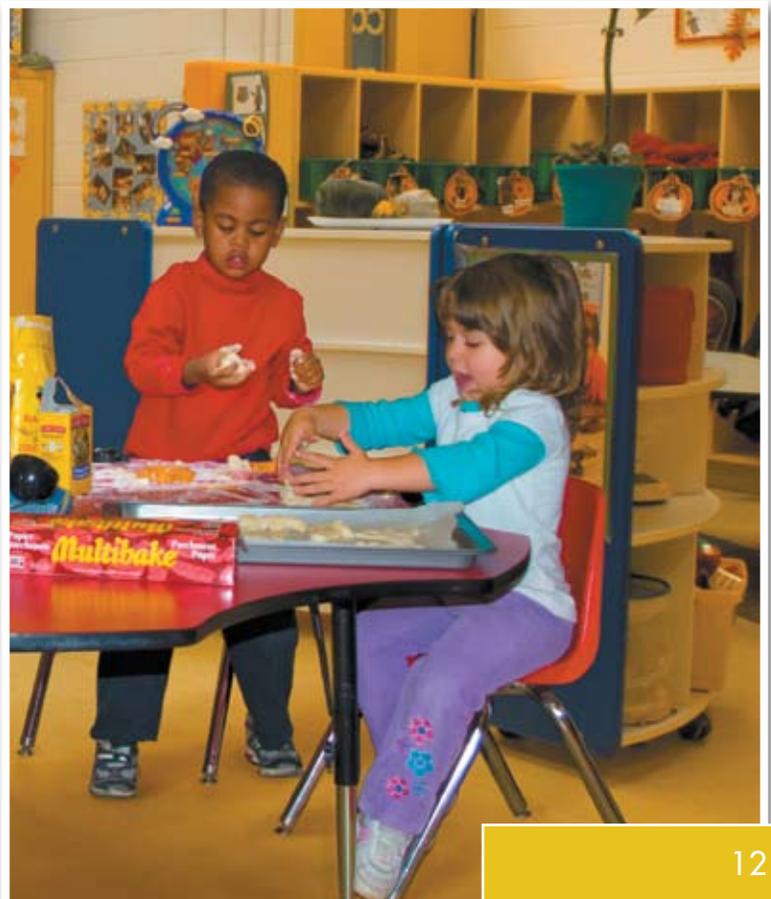


Compare your choices:

- Always visit a service before enrolling your child, no matter how highly the service was recommended.
- Visit more than one service so that you can compare the types and quality of services provided.
- Talk to the supervisor or caregiver regarding the specific needs of your child.

Thoughtful Questions to ask during your visit:

- Is there evidence that the service is licensed?
- Is the staff friendly and courteous to children?
- Does the staff discipline the children in an appropriate way?
- Is there evidence of a commitment on part of the staff to Continuing Education?
- Is there a variety of age appropriate engaged activities within the daily program to help the children socialize, develop and learn?
- Is there an opportunity for the children to choose their own activities at some time during the day?
- Do the children appear to feel included and engaged in the program?
- Is there a variety of nutritional meals in the posted daily menu?
- Is the physical space clean and inviting?



PRESENTATIONS



FOUR CONVERSATIONS FOR SUCCESS

THIS YEAR'S KEYNOTE ADDRESS: MR. STUART KNIGHT

A keynote address that influences both business and personal life. By touching on the lessons taught in *The Art of Powerful Conversation* publication, Stuart pushes participants to understand the Four Conversations one must be able to create in order to succeed. This thought provoking presentation communicates with the people that matter the most, and inspires them to change the conversation of their mind so they can reach new levels of success. Since the test of time, our ability to create strong relationships with others has been the key factor to reaching our potential. During the *Four Conversations For Success* presentation, Stuart empowers the audience with the fundamental tools needed to foster the necessary connections to drive business and to reach the true potential within everyone engaged!

Stuart Knight is a graduate from the School of Business and Economics at Wilfrid Laurier University and today is an award winning entrepreneur, critically acclaimed author, and producer extraordinaire.

He has written, produced and starred in shows that have been seen by over one million people and each year speaks nationally helping some of Canada's biggest companies reach new levels of success. When he is not on the road performing, Stuart spends time writing songs that are heard around the world, and produces commercials that have been seen nationally. And when he isn't writing, you may have seen or heard him on some of Canada's biggest TV and Radio stations where he is often asked for his expert opinion on high level communication. He is the winner of many awards including the National Entrepreneurs Award for Community Leadership. Most recently, Stuart Knight launched the Top Ten Event, which has attracted sold out crowds and garnered almost 20 million media impressions. He is the author of two books – *'The Art of Powerful Conversation'* and *'The Madness of My Mind'*.

As a renegade visionary, Stuart Knight has taken gut wrenching risks and came out on top. Today, with hilarious stories and thought provoking insights, he shares the lessons he has learned helping people reach goals they never imagined they could attain.

EXECUTIVE OFFICERS of NETWORK CHILD CARE SERVICES



DIRECTORS and OFFICERS:

President: Mr. Stan Smyer
Vice President: Ms Roxana Gumiel
Secretary: Ms. Gina Papadakis
Treasurer: Mr. Nick Tsimidis, C.A.
Officer: Mr. Stephen Males
Past President: Ms. Aira Aitken
Advisor: Dr. Bassem Youwakim

CHARTERED ACCOUNTANTS (AUDITORS):

Ramesar & Associates
Chartered Accountants

LEGAL ADVISOR:

Iryna Iwachiw LL.B, LL.M

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Jasmine Aitken
Shirley Belanger
Christina Katsigarakis
Maria Katsigarakis
Nadia Stirpe-Georgiou
Spyros Volonakis



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Nelia Cordeiro
Elizabeth Da Costa Bento
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Careena Fraser
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Vasiliki Theocharopoulou
June Therres
Gergana Toskov
Effie Vrazalis
Lei Wan
Elma Wedderburn
Samira Yehya
Holly Yin
Ashley Zambrano

AFFILIATED
HOME CHILD CARE
PROVIDERS



Martha Acosta
Andemariam Alem
Nazli Ali
Farah Al-Samraj
Alem Andemariam
Sandy Andrade
Safiya Badat
Samin Badat
Maria Borges
Normanda Branco
Shaneeza Buchana
Shahida Butt
Tahera Chaudhry
Julia Chavez
Marina Cidade
Maria Costa
Rosa M. Da Costa



AFFILIATED
HOME CHILD CARE
PROVIDERS



Miriam Darman
Maria Dasilva
Carmen Demelo
Teresa Domingos
Anuva Dutta
Lina Espinosa
Zahira Farah
Xenia Hasbun
Selina Hussain
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Lidea Jimenez
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Malyhoun Meraneh
Helen Miah
Farhia Mohamed
Farhia H. Mohamed
Suhira Mohamed
Sofia Mohamud
Lilian Moreira
Rubana Motala
Maria Nardi
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Fatima Omar

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Maria Penacho
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Amailia Pibiri
Maria C. Ramos
America Reinoza
Dorothy Sayles
Maria Seco
Shamkumarie Seebachan
Zarina Shaikh
Aneela Shiekh Sohail
Martha Torres
Yolanda Valencia
Hamida Varacchia
Nafisa Varacchia
Maria Veiga
Amal Yacob

FINANCIAL STATEMENT



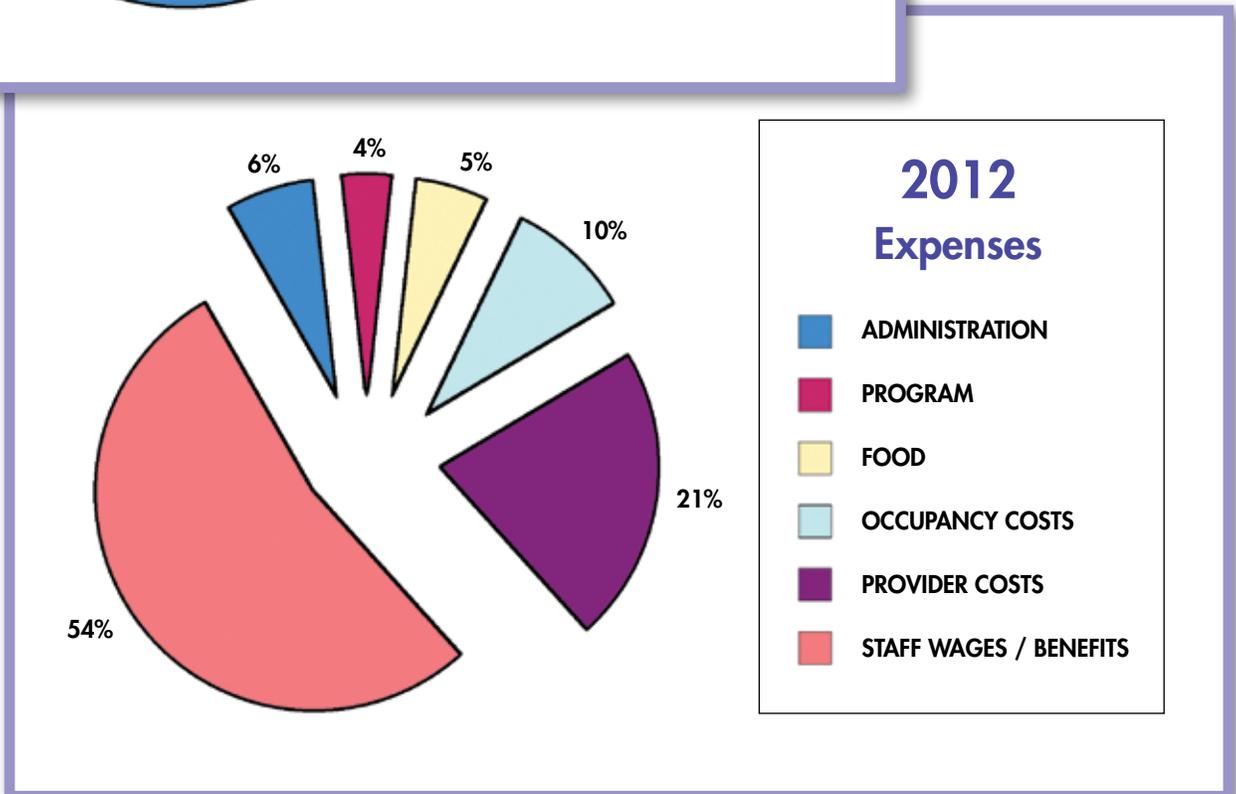
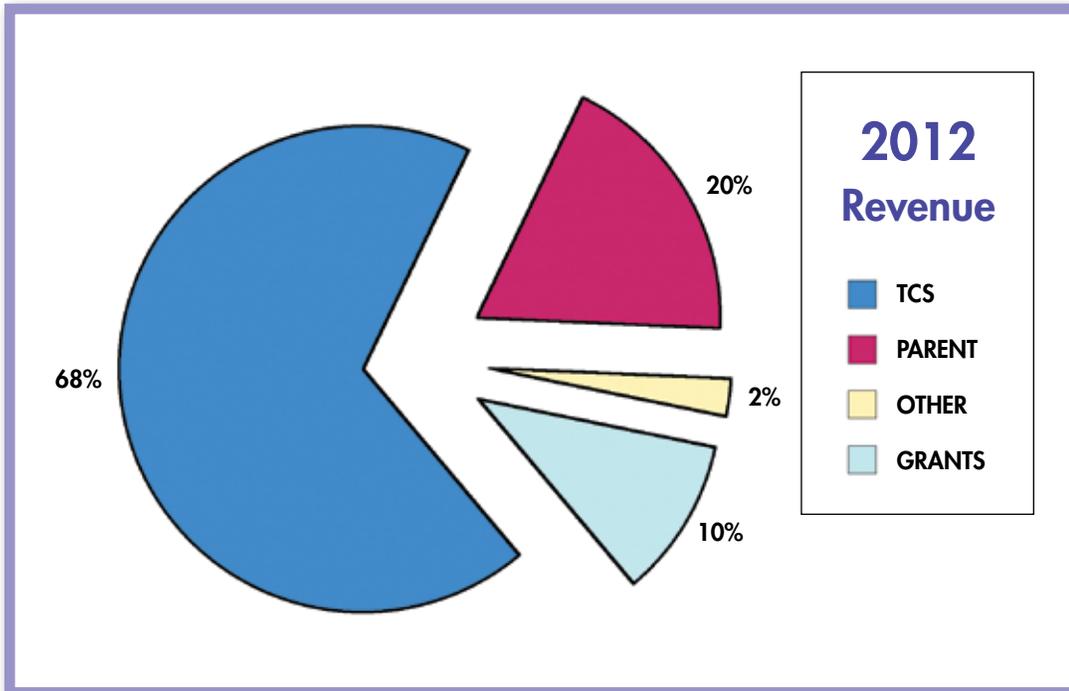
NETWORK CHILD CARE SERVICES FINANCIAL HIGHLIGHTS FOR THE YEAR ENDING DECEMBER 31, 2012

REVENUE	2012
TCS – Subsidy	\$5,710,011
TCS – Grants	874,587
Parent Fees	1,703,970
Interest and Other	210,510
TOTAL REVENUE	\$8,499,078
EXPENSES	
Salaries and Benefits	4,417,253
Provider Fees	1,705,298
Occupancy Costs	859,799
Food	421,122
Office and Administrative Program	509,891 351,506
TOTAL EXPENSES	\$8,264,869
EXCESS OF REVENUE OVER EXPENSES	\$ 234,209

NOTE:

Complete audited statements by Ramesar & Associates CA may be provided upon request.

FINANCIAL STATEMENT



OUR LOCATIONS



1 **Licensed Home Child Care Program**

756 Ossington Avenue, Toronto, ON M6G 3T9

T 416 530 0722

Contact: Maria Katsigarakis
maria@networkchildcare.com

2 **Ossington Avenue North Early Years Learning & Child Care Centre (Group)**

756 Ossington Avenue, Toronto, ON M6G 3T9

T 416 530 7766

Supervisor: Heather Ross
group@networkchildcare.com

3 **Ossington Avenue South Early Years Learning & Child Care Centre (Satellite)**

720 Ossington Avenue, Toronto, ON M6G 3T7

T 416 536 2331

Supervisor: Antonia (Toni) Mastrella
satellite@networkchildcare.com

4 **Wade Avenue Early Years Learning & Child Care Centre**

544 Lansdowne Avenue, Toronto, ON M6H 3Y5

T 416 537 0793

Supervisor: Dianne Palhinha
wade@networkchildcare.com

5 **Metamorphosis Early Years Learning & Child Care Centre**

40 Donlands Avenue, Toronto, ON M4J 3N6

T 416 463 4429

Supervisor: Lisa Guarini
meta@networkchildcare.com

6 **St. Nicholas Early Years Learning & Child Care Centre**

3840 Finch Avenue East, Toronto, ON M1T 3T4

T 416 850 5652

Supervisor: Christina Katsigarakis, Qiuli (Julie) Yu
christina@networkchildcare.com

OUR LOCATIONS



- 7 Just Kids Early Years Learning & Child Care Centre**
1695 Keele Street, Toronto, ON M6M 3W7
T 416 653 9944
Supervisor: Louise Baumann
justkids@networkchildcare.com
- 8 Child's Nest Early Years Learning & Child Care Centre**
121 Cosburn Avenue, Toronto, ON M4J 2L1
T 416 421 6984
Supervisor: Maryam (Masoumeh) Doaei
childsnest121@networkchildcare.com
- 9 Child's Nest Early Years Learning & Child Care Centre**
123 Cosburn Avenue, Toronto, ON M4J 2L1
T 416 421 6984
Supervisor: Razia Ghani (Acting)
childsnest123@networkchildcare.com
- 10 Holy Cross Catholic Elementary School Before & After Child Care Program**
299A Donlands Avenue, Toronto, ON M4J 3R7
T 416 421 6984
Supervisor: Maryam (Masoumeh) Doaei
childsnest121@networkchildcare.com
- 11 St. Aidan School Early Years Learning & Child Care Centre**
3521 Finch Avenue East, Scarborough, ON M1W 2S2
T 416 493 0500
Supervisor: Lei Wan
staidan.eyl@networkchildcare.com
- 12 St. Gabriel Lalemant School Early Years Learning & Child Care Centre**
160 Crow Trail, Scarborough, ON M1B 1Y3
T 416 754 2555
Supervisor: Mariam Baroi
stgabriel.eyl@networkchildcare.com

PRESENTATIONS



DREAM BUILDING AND PERSONAL SUCCESS

THIS YEAR'S SPECIAL GUEST SPEAKER: MS. LIS MANSON

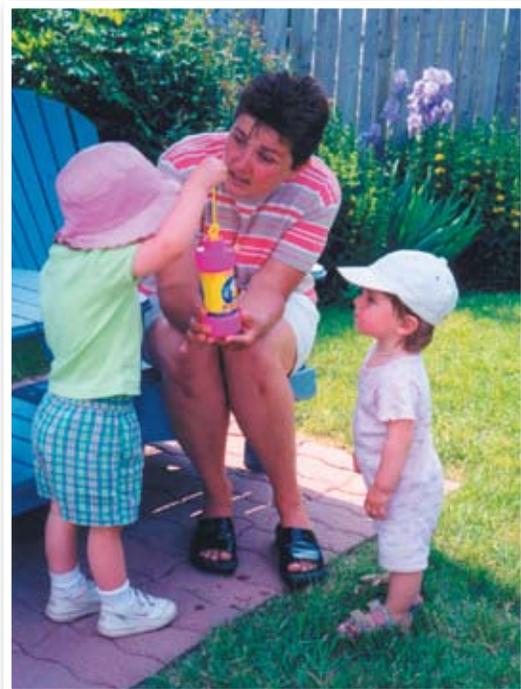
A presentation providing real life stories that influences participants to think through their own path in life and set goals for professional and personal success!

Lis speaks about Dream Building and she shares the 5 keys to changing the results in your life that you are not happy with.

You can **TRULY** take your dream and make it your reality!

Lis Manson is a motivational and inspirational speaker, teacher and coach. She is a Master NLP Practitioner and is both an entrepreneur and mentor. Lis has created more than one business over a long career in both Canada and the U.K. She spends time teaching and coaching and is a certified Dream Builder Coach inspiring people to live the life they truly want to live.

Lis, says her job is to help people create a vision, to dream and set goals. Then she helps clients create a plan and take small actions, helping remove the negative limitations so that ultimately takes clients towards their dream life and have more success.



NETWORK CHILD CARE SERVICES

HEAD OFFICE

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We are **PROUD** and **HONORED** to offer :

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Group Centre Programs Conveniently located next to the Bloor Line Subway at Donlands, Ossington and Landsdowne Ave. as well as Finch Ave. E. & Warden Ave., Finch Ave. E. & Kennedy Rd., Finch Ave. E. & Neilson Rd., Pape Ave. & Cosburn Ave., Donlands Ave. & Cosburn Ave., and Eglinton Ave. W. & Keele St.

Agency Licensed Home Based Child Care Programs in Neighbourhood Settings, located West of Sherbourne St. to Jane St. and North from Lakeshore Blvd. to Lawrence Ave. West, for Children from Infancy to 12 Years.