

ANNUAL REPORT

DECEMBER 2016



25 YEARS

of providing exceptional services to young children & families

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.

greetings from the mayor



Message from the Mayor

It is my pleasure to extend greetings and congratulations to Network Child Care Services on the occasion of its 25th anniversary.

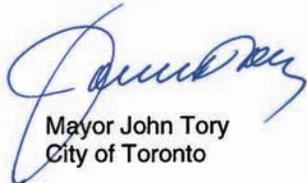
For the past 25 years, Network Child Care Services has provided early learning and care programs to children in child-care centres and home-based child-care centres.

This milestone anniversary is a cause for celebration, a time to reflect on Network Child Care Services' many accomplishments and an opportunity to look with hope to a future of new possibilities.

The city is proud of organizations that are committed to making a difference. I thank everyone at Network Child Care Services for their dedication to the well-being of our communities.

On behalf of Toronto City Council, please accept my best wishes for a memorable celebration and continued success.

Yours truly,



Mayor John Tory
City of Toronto

OFFICE OF THE MAYOR
100 QUEEN STREET WEST, TORONTO, ONTARIO M5H 2N2

fond memories



network child care services timeline



Making Your Children



Network Child Care Services of Metropolitan Toronto Inc. begins operation with a Home Child Care Program.



Network's Board of Directors pass the first By-laws for the Organization.



Network has long waiting lists for its programs and services. City of Toronto begins amalgamation process.



Toy lending library in operation.



Network meets with community stakeholders on furthering quality child care goals. Expansion of on-site child care at Trade Shows and Special Events.



10th Anniversary: Network is a decade old!



Wade Avenue Centre of Home Child Care Providers from Victoria Day Care join Network.

1991

1992

1993

1994

1995

1996

1997

1998

1999

2000

2001

2002

2003

2004



Original logo

The Group Centre is licensed and opens to receive children.



Expansion of affiliated Home Child Care Providers in the west end of Toronto. Satellite Centre opens to delight of families waiting for care.



Major upheaval in Child Care Sector – Network plans service delivery model that meets these challenges. Official name change to Network Child Care Services.



Family Consultants and Resource Teachers continue to support our growing group of Home Child Care Providers.



Music and Movement classes are launched at Network's programs.



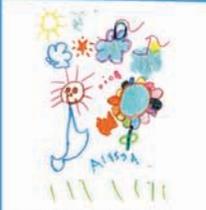
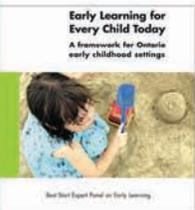
Annual Women's Symposium launched to explore issues important to women in the community.



Metropolitan Toronto Home Child Care Providers join Network.



Our Priority for 25 Years

 <p>St. Nicholas Child Care Centre starts delivering much-needed service to North Scarborough.</p> <p>The "Best Start" programs are launched throughout the City of Toronto.</p>	 <p>St. Aidan Best Start Site opens in January of this year.</p>	 <p>Network chairs HCCAO Annual Conference in Toronto.</p>	 <p>Child's Nest opens as a newly renovated site at 121 Cosburn Avenue.</p> <p>Group Centre welcomes 16 new Preschool children.</p>	 <p>Network now operates 11 programs.</p> <p>Child's Nest's renovations at 123 Cosburn Avenue are completed and a beautiful new Centre is born!</p>	 <p>Network hires a Trainer to enhance its Continuing Education programs.</p> <p>Network hosts the HCCAO's Annual Conference at the Novotel Hotel.</p> <p><i>How Does Learning Happen?</i> is launched as a resource model.</p>
<p>2004</p> <p>St. Joseph's Child Care Centre opens to neighbourhood acclaim at East End of Toronto.</p> 	<p>2005</p> <p>15th Anniversary.</p> <p>Just Kids Child Care Centre joins Network, along with 15 Home Care Providers in the Keele area.</p> <p>St. Nicholas and St. Gabriel Lalemant "Best Start" locations are opened.</p> 	<p>2006</p> <p>Full Day Early Learning initiative begins, based on province's "Early Learning for Every Child Today (ELECT)".</p>  <p>Best Start Expert Panel on Early Learning</p>	<p>2007</p> <p>Full-Day Kindergarten rolls out across Ontario.</p> <p>Network expands its training and continuing education programs for Centre Staff and Providers.</p> 	<p>2008</p> <p>Before and After School Care begins at Holy Cross Elementary School.</p> 	<p>2009</p> <p>121 staff are now employed with Network and 80 Providers are affiliated with the Organization.</p> <p>St. Maria Goretti and St. Albert are launched as new Before and After School sites.</p> 
<p>2010</p> <p>St Aidan's welcomes 10 new infants.</p> <p>In our 25th year, over 200 Network Centre Staff and Affiliated Home Child Care Providers deliver quality child care to Toronto families.</p> <p>Dane Avenue Early Learning and Child Care Centre is launched.</p> 	<p>2011</p> <p>2012</p> <p>2013</p> <p>2014</p> <p>2015</p> <p>2016</p>				

board president's and executive director's report

STAN SMYER AND SPYROS VOLONAKIS

Welcome to Network's **25th ANNIVERSARY CELEBRATION**, in which we are marking a quarter of a century in providing licensed, early years and child care services to families with young children in Toronto. We are extremely proud to report that we have concluded twenty five years of measured growth and stability coupled with integrity and success. We have continued to meet the challenges of ongoing economic restraints and the reconfiguration of child care that has occurred over the past many years, while remaining true to our values that every child is a unique individual and deserves the best child care program possible. In conjunction with the necessary restructuring and repositioning of our programs and services over these past many years, Network has remained committed to meeting the needs of young children and families, and to delivering quality child care to more than 800 children throughout its 14 programs. There is no doubt that Network's continued success would not have been achieved without the dedicated and tireless efforts of Network's affiliated Home Child Care Providers and Staff. For that we are most grateful and we look forward to the next 25 years.

On September 3rd, 1991, Network began delivering its home child care program through the services of its affiliated Home Child Care Providers, initially from a small office room in the Lawrence Avenue West and Yonge Street area. The Organization steadily grew with the addition of its first Group Child Care Centre located at Bloor Street West and Ossington Avenue in Toronto, which continues to house Network's main office as well as that original child care site today. Over the years, Network acquired thirteen child care sites where care is offered to children by professional and talented educators, on a daily basis, and continues to maintain its home child care program through its committed and dedicated affiliated Home Child Care Providers.

This past year, since the enactment of the new Child Care and Early Years Act, 2014, new regulations have continued to shape the delivery of child care throughout Ontario. Network has remained steadfast in its commitment to offer its Staff and affiliated Home Child Care Providers numerous professional development opportunities to enhance their current levels of expertise this past year. Of particular note has been Network's impetus to provide on-site First Aid Certification for all affiliated Home Child Care Providers and Staff at a level which includes the ability to provide First Aid support to infants. We view this as an invaluable investment that has proven to be an essential component of the Organization's overall success. In addition, extensive sessions were devoted to collectively create and design a Program Statement based on the principles of How Does Learning Happen? as required by the Child Care and Early Years Act 2014. Finally, Staff and affiliated Home Child Care Providers participated in sessions which dealt with the Assurance Quality Initiative (AQI) as required by the City of Toronto Children's Services.

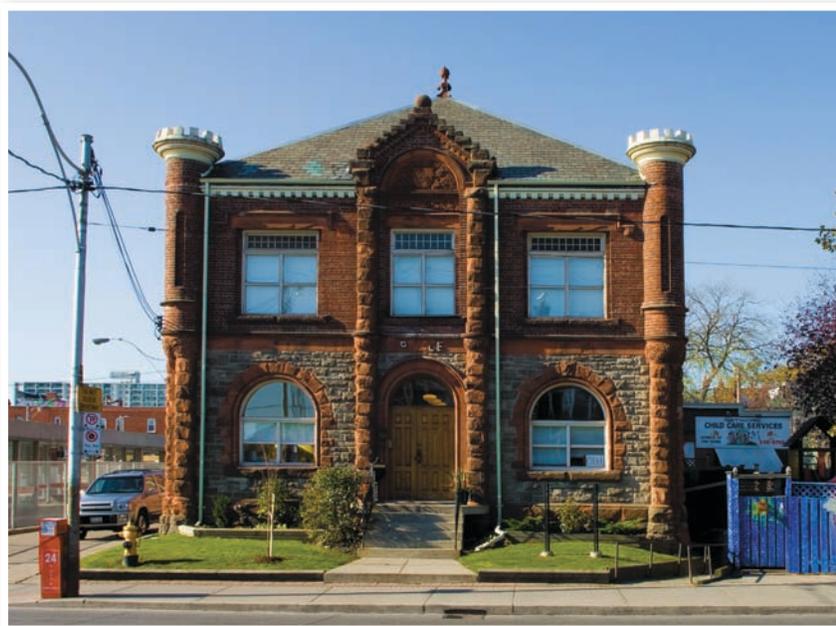
board president's and executive director's report

STAN SMYER AND SPYROS VOLONAKIS

Network's newest child care site at Dane Avenue Child Care Centre which is located near the corner of Lawrence Avenue West and Dufferin Street in the north west quadrant of Toronto, marks our Organization's fourteenth program. This new Centre has been a true "labour of love" over this past year as construction began over a year ago and has now finally come to fruition. Dane Avenue Child Care Centre will be welcoming families for years to come, and we would like to especially thank the City of Toronto Children's Services for their continued efforts in bringing about this beautiful Centre.

Providing nutritious meals and snacks to Network's child care sites continued to be enhanced this past year. Families are able to review and offer feedback to weekly menus that are seasonal and clearly depict the diversified types of foods which are served to children of various age groups.

Network's Accounting Department continues to grow and expand. A new accounting system, Microsoft Dynamics/NAV has been fully implemented. This system provides Network with reports that are strengthened in accuracy, a system with excellent controls and enhanced customer service. Complementing this new system is the implementation of a management database 'Child Care Pro' which has facilitated a higher degree of system management throughout Network's programs.



board president's and executive director's report

STAN SMYER AND SPYROS VOLONAKIS

As we plan for Network's future growth, we would like to take this opportunity to acknowledge the ongoing assistance and support of the Ministry of Education, the City of Toronto Children's Services and the Toronto Catholic District School Board. Network truly appreciates their efforts and will continue to look forward to their valued support and committed encouragement.

We would also like to extend our most sincere thanks and appreciation to all parents and families who have trusted Network to care for their children. Their confidence in our programs and services has been both impactful and crucial to Network's success.

As our Organization reflects on its past twenty five years, we at Network remain committed to the delivery of the highest possible quality of care in our early years learning and child care programs. Network was founded on strong principles, and we are proud to uphold those principles with excellence, responsibility, and integrity as we begin our next era of service. A very warm and heartfelt thank you to all of the individuals who have contributed to Network's success over the past quarter of a century!



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 Assurance Quality Initiative (AQI), Network has maintained a reputation of professional standards, delivering quality early learning programs, and offering **INNOVATIVE** options in superior early years learning and child care services.

NETWORK has expanded its licensed services to more than 800 children from infancy to 12 years, within thirteen 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 as per the Ontario's Child Care and Early Years Act 2014, 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) and the document 'How Does Learning Happen?'
- > **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 Continuing Education** opportunities are provided for staff and affiliated Home Child Care Providers to keep them abreast with current issues in child development, educational methods, parenting and new directives.
- > **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 and committees:

- > Canadian Child Care Federation
- > Coalition for Better Child Care
- > Canadian Association of Exposition Managers
- > Home Child Care Association of Ontario (HCCAO)
- > Home Child Care Association of Toronto
- > Quality Early Learning Network (QELN)
- > Ontario Studies in Education (OISE)
- > City of Toronto, District Child Care Advisory
- > City of Toronto, "Every Child Belongs"

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 of Toronto, Ontario English Catholic Teachers' Association, City of Toronto, and Peel Elementary Teachers local, and the Ontario Secondary School Teacher's Federation.



child care report – update

Over the past year, there have been a number of significant changes in the early learning and child care field.

WHATS NEW ?

- > There is a new Associate Minister of Education with responsibility for the Early Years, demonstrating the current political importance of early learning and child care to the Government of Ontario;
- > 100,000 new spaces will be created in Ontario over 5 years starting in January 2017 for children infants to 4 years of age;
- > Effective September 2017 schools must ensure that before and after school care for children ages 6 to 12 years of age is available where there is an interest;
- > We have been following the relatively new legislation: Child Care and Early Years Act, 2014 along with its new regulations;
- > The new pedagogical framework for all early learning and child care programs: How Does Learning Happen? has now been implemented throughout the Province of Ontario;
- > A requirement that all early learning and child care programs have both a Program Statement and a Program Implementation Policy thus, programs enact How Does Learning Happen?;
- > New wage enhancement funding has become available from the Province of Ontario for eligible Employees and eligible Home Child Care Providers affiliated with an agency;
- > The City of Toronto is moving forward with a new funding model for licensed group child care programs effective January 2017;
- > The City of Toronto is moving forward with a new funding model for the licensed home child care sector effective January 2018;
- > There is action on 'Best Start Child and Family Centres': a new model to be implemented by January 2018; and
- > The Province of Ontario is engaged in discussions with the Federal Government about how to roll out \$400,000 million in federal funding for the expansion and enhancement of child care across Canada.

A. 100,00 New Child Care Spaces will be implemented over the next 5 years for children 0 to 4 years of age:

- > The new spaces will begin to be implemented as of January 2017;
- > The Assistant Deputy Minister of Education has stated that licensed home child care will be a critical component of the successful implementation of these spaces;
- > There is a commitment to ensuring that these new spaces are integrated into the larger early learning and child care sector to further increase access and to further strengthen the overall system;

B. Child Care and Early Years Act, 2014:

- > Replaces the Day Nurseries Act, which was written in 1946;
- > Came into effect in September 2015;
- > Leaves more to Regulation than did the Day Nurseries Act, allowing for bureaucratic changes without Parliamentary review and consent;
- > Reflects how much we have learned about children and how they develop since 1946.

The new Act has 4 key elements:

- > Health and Safety;
- > Regulation and enforcement;
- > Access; and
- > Quality.

The legislation and accompanying regulations cover:

- > Unlicensed home child care programs;
- > Home Child Care Providers affiliated with a licensed agency;
- > Licensed home child care; and
- > Licensed child care centres.

Exemptions:

- > Nannies/babysitters who provide care in a child's home;
- > Care from relatives;
- > Camps that enroll children who are 4 years and older;
- > Programs with the primary purpose of academic or skill based recreation; and
- > Private schools that only care for children aged 4 years old and over.

There are changes to the way in which the licensed home child care sector will be managed:

- > Tighter controls and higher fines for those who are operating illegal home child care settings; and
- > An opportunity for Home Child Care Providers affiliated with licensed agencies to care for an extra child which would create a financial advantage for those operating in the licensed sector.

child care report – update

Regulatory Changes:

- > There are many regulatory changes which have significant impact on program delivery including changes to licensed home child care.
- > Home Child Care agencies are now responsible for all children on the premises, even those whose parents have entered private arrangements with a Home Child Care Provider and have no relationship with the agency. In other words, if a Home Child Care Provider has a relationship with an agency but also has private child care arrangements, that Provider and the agency will be responsible for the “private” children in addition to the “agency” children.

There are implications to this including but not limited to:

- > Workload concerns;
- > Liability insurance questions;
- > Privacy concerns related to the information that must now be collected even about ‘private’ children (with the Home Child Care Provider).

C. How Does Learning Happen? Ontario’s Pedagogy for the Early Years:

- > A new and exciting professional resource to support pedagogy and curriculum development in child care and child and family support programs;
- > Defines pedagogy as “the understanding of how learning takes place and the philosophy and practice that support that understanding of learning.”;
- > Focuses on healthy relationships as being fundamental to the delivery of high quality early learning and child care programs and services;
- > Uses a strength based approach;
- > Builds on the principles in Early Learning For Every Child Today (ELECT); and
- > Must be implemented in all early learning and child care programs including licensed home child care.

D. New funding for Early Childhood Educators, Assistant Early Childhood Educators and Home Child Care Providers:

- > A new grant was introduced from the Province of Ontario for those Program individuals working in the child care sector;
- > This grant comes out of the anti-poverty initiative targeting occupations that were identified as being low wage and included child care workers and personal support workers;
- > The funding is also available for agency affiliated Home Child Care Providers;
- > The administrative requirements for distributing this grant are strict; and
- > The Assistant Deputy Minister of Education announced on October 20, 2016, that she anticipates that this funding will be annualized.

E. New Funding Models for Group and Home Child Care

In December 2012, the Province of Ontario announced a new funding model for child care as part of the Modernization of Child Care process. This provides municipalities with more discretion in how to use the funding that is allocated by the Province for early learning and child care expenditures. The City of Toronto has introduced the GOG (General Operating Grant) for centre based child care effective January 2017 and is moving forward with a new funding model for licensed home child care effective January 2018.

F. Transition Funding

Funding was allocated to support the conversion of spaces from kindergarten age children to younger children (infants and toddlers).

G. Ontario Non-Profit Corporations Act

- > Changes are being made to the legislation by the Ministry of Consumer Services;
- > There are changes to the accountability related to governance including definitions and the role of Board of Directors;
- > It was expected that this would be proclaimed in January 2014 but proclamation has been delayed and the implementation date is no longer clear.

H. Ontario Early Years Policy Framework (2013) will be revised and updated and a new policy framework developed. It has already been announced that the new framework will be built on 4 pillars:

- > Access;
- > Parent Choice and Flexibility;
- > Affordability;
- > Quality.

The Ministry of Education has announced that there will be public consultations in the late fall and early winter with stakeholders including but not limited to operators and families about the development of a new policy framework.

I. Full Day Kindergarten is now fully implemented and before and after school programming for children 6 to 12 years of age will be mandatory where demand warrants effective September 2017:

- > Uptake from parents for FDK continues to be high;
- > Effective September 2017 schools must provide programs for children 8 to 12 years of age or ensure that these programs are provided by 3rd party operators.

J. New Federal Interest in Child Care and the Early Years

- > The Federal Government has committed \$500 million dollars of which \$100 million is targeted to early learning and child care programs for Indigenous children;
- > How the funding will be distributed has not yet been determined but meetings between federal and provincial bureaucrats have been ongoing since March 2016 and announcements are anticipated in the near future; and
- > The intent is to establish a child care framework for Canada.

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 3 to 6 months to find a good program.
- > Contact the City of Toronto Children's Services for names of licensed child care agencies. 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.

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.

tips on choosing a licensed child care service



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

SEVEN HUMOUR HABITS FOR WORKPLACE WELLNESS

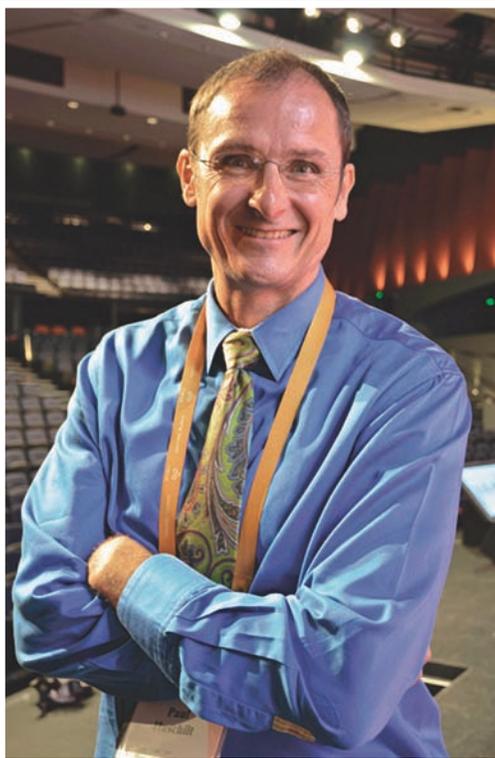
Paul Huschilt, professional speaker and storyteller will take us on an enlightening and imaginative quest to promote workplace wellness and humour. Paul's Seven Humour Habits uses laughter, interaction, personal reflection and creativity to inspire people to be well, work together and face their busy days. You will laugh your way to wellness through an eclectic mix of comedy, song and theatre while learning simple day-to-day techniques that can be applied to both your work in childcare and at home.

PAUL HUSCHILT, CSP, HoF

A Professional Speaker and an Actor and a Satirizer rolled into an unusual ball of corporate messaging and humour. And now, a member of the Canadian Speaking Hall of Fame. Described by many as indescribable, he's one of the most unique voices in the speaking industry. Paul presents with energy, passion, and fun.

Paul holds a Masters Degree in Arts Management, 10 years' experience in an insurance company, and training in Career Counselling and Adult Education. He's a trained actor and has sung with the Canadian Opera Company.

Paul works across Canada, the United States, Europe, and right around the globe to Australia, New Zealand, Vietnam, Thailand and Japan. He performs in English, French, and occasionally in Japanese. With Paul, expect anything and get everything you want from a session - laugh, think, be inspired, and remember. Please visit www.paulhuschilt.com to see more.



REMEMBER THE SEVEN HUMOUR HABITS!

- Take Time to Relax
- Simplify your Life
- Smile & Laugh More
- The Galileo Principle
- Do Something Nice for Someone
- Reward Yourself
- Dare to be You

LEARN!

- To use humour to manage stress
- To make self-care a priority
- To laugh more than the average adult
- To creatively problem solve instead of stressing out
- To practice self-care as you serve others
- To reward yourself
- To have courage to be and do your best.

presentations

NETWORK CHILD CARE SERVICES, CELEBRATING SILVER AND GOING FOR GOLD

Child Care in Toronto is undergoing unprecedented change requiring agencies, boards and staff to be flexible, responsive and proactive in their planning and service delivery.

As an established leader in child care services celebrating their 25th Anniversary, Network has much to be proud of, and a lot to look forward to. The current challenges will be met, new challenges will arise and this agency will continue thriving and “Providing EXCEPTIONAL Early Learning Experiences and Child Care Services to Children and their Families in a Community of Diverse Needs” as per the Mission Statement. Central to this success are the organization’s best practices, including support and leadership to staff and affiliated home child care providers, which will be the focus of this keynote address. The role of communication, team work, leadership and humour will be highlighted.



ANNE MACIVER

With more than 35 years working in child care, Anne is well versed in and has seen demonstrated the positive impact that effective communication, teamwork and leadership by an organization have on the quality of care children receive.

Anne has had the opportunity to work in a number of capacities, including teacher, supervisor, manager, director and consultant. During the course of her career she has facilitated workshops and strategic planning sessions in addition to being responsible for implementing a number of new initiatives.

executive officers of network child care services

DIRECTORS AND OFFICERS:

PRESIDENT

Mr. Stan Smyer

VICE PRESIDENT

Ms Roxana Gumiela

SECRETARY

Ms. Gina Papadakis

TREASURER

Mr. Nick Tsimidis, CPA

OFFICER

Mr. Stephen Males

PAST PRESIDENT

Ms. Aira Aitken

ADVISORS

Klever Clan Consulting Inc.

Interim Financial Executive & Financial Consultant

Hunter Consultants

BDO Accounting Company

Ms. Andrea Young, RD



executive officers of network child care services

CHARTERED ACCOUNTANTS (AUDITORS):

Ramesar & Associates
Chartered Public
Accountants



LEGAL ADVISOR:

Iryna Iwachiw LL.B, LL.M

MANAGEMENT TEAM:

Jasmine Aitken

Christina Katsigarakis

Maria Katsigarakis

Nadia Stirpe-Georgiou

Luis Varessis

Spyros Volonakis

Lei Wan

human resources update for network child care services

Human Resources continues to work on ensuring compliance with provincial and municipal legislations and has been working with the management team on meeting objectives related to the following projects:

- 1 In collaboration with Network's Accounting Department developed and implemented the 2016 Provincial Wage Enhancement Grant for eligible child care program staff, and Registered Early Childhood Educators/Family Consultants.
- 2 As the second phase of the Ministry of Education Child Care and Early Years Act (CCEYA) came into effect in August 29, 2016, many of Network's existing service and program delivery policies, procedures and protocols were reviewed and/or revised, and additional policies required under the new regularity framework were developed.



- 3 With the development and implementation of the required Program Statement, staff professional development and training programs were designed and implemented for Network staff.
- 4 Network's expansion of the new Dane Avenue Child Care Centre, and changes to the program capacity of some existing centres, HR worked with Program Managers and Supervisors to meet licensing requirements, and staff recruitment, selection and training of staff.

human resources update for network child care services

5

Network met compliance with the January 1, 2016 deadline, for the Accessibility for Ontarians with Disabilities Act (AODA). The new requirements include that organizations such as Network provide accessible formats of communication, and communications support for persons with disabilities, and notify the public about the availability of accessible formats and supports.



staff

Nasra Abdi
Aziza Abdulaziz
Yasmin Abubakar
Marlon Agard
Jasmine Aitken
Mosa Nazma Akter
Nahida Akter
Isabel Alvarez
Roshini Arithas
Marlene (Silva) Armas
Michelle Arsenault
Hana Abebe Ayalew
Shahairazaad Bacchus
Runi Bagom
Diane Baichu
Padma Banjade
Ana Baptista
Mariam Baroi
Amaneh Barzegari
Melissa Beavan
Razia Begum
Mary Grace Benjamin
Evadne Benn
Ping (Jennifer) Bian
Chona Borbon
Sandy Botelho
Josephine Botis
Siham Boujat
Nardia Buchanan
Amanda Burkle
Jessica Calouro

Sonia Calouro
Katie Cavin
Juana Balbina Caycho
Wing Chan
Yuk-Ying Chan
Chin Yao (Casta) Chang
Carla Maria Chavarria
Lei Chu
Chin Yu (Stephanie) Chung
Edisa Cipi
Nelia Cordeiro
Elisabeth Da Costa Bento
Sheila Da Silva
Erika Dailisan
Barbara De Cicco
Harsha Desai
Rosadina Domingos
Anita Dukharan
Thelma Dumaquion
Gregory Duma's
Diane Dunleavy
Neletia Edwards
Julia Farrugia
Piera Fasulo-Matajic
Tasneem Fatima
Donna Lea Ford
Paula Frances
Careena Fraser
Nicole Fraser
Diane Frias
Amanda Fulton
Diana-Lyn Garcia
Razia Ghani
Keturah Greaves
Juvelyn Grospe

Italia Lisa Guarini
Monica Hayford
Frances Hazel Hernandez
Shari-Ann Holmes
Fei Fei Huang
Diana Isidore
Fardoshi Islam
Audrey James
Priti Jangi
Maricris Jose
Emely Juan
Christina Katsigarakis
Maria Katsigarakis
Shahla Aisha Lafeer
Shane LaRochelle
Jacqueline Levy
Xue Lian (Ashley) Li
Lindita Lika
Min Yan (Vicky) Lin
Chang (Ada) Liu
Wan Chi (Phoebe) Liu
Natalie Lloyd
Kugapriya Logeswaran
Evan Lowes
Leanne Lowes
Athena Magno
Min Yu Mai
Natalie Mak
Luciana Marino
Antonia Mastrella
Susan Menchinton
Alpha Mercado Castillo
Arta Mici
Shelly Millington
Yan Lin Min



staff



- Christina Modopoulos
Tahmina Nazneen
Christina Neagu
Sabina Noor
Sally Medeiros Pacheco
Victoria Pacheco
Joana Padilla
Dianne Palhinha
Nick Pappas
Deomattie Persaud
Michelle Pimentel
Kahseeadah Pompey
Rehana Akter Popy
Sayida Binish Qadir
Tanvir Quader
Suzanna Rahim
Sarah Ratzlaff
Wilma Regala
Raven Olivia Reid
Katia Remondini
Hedda Reyes
Monica Richardson
Pina Rinella-Papp
Doris Isabel Risso-Rocco
Natalee Roberts
Paulyn Robin
Megan Mae Samanica-Gallant
Debbie Seerattan
Amie Serra
Huma Shaheen
Richa Sharma
Harmandeep Kaur Simmak
Susy Simoes
Sonia Laurell Simon
Emma Simon
Sandhya Singh
Kerian Smith
Maya-Drumatee Sobhee
Taylor Emily Solesa
Tomislava Stanisic
Vanessa Sterling
Nadia Stirpe-Georgiou
Samuel Strathman
Stellina Alexandra Stratis
Jadwiga (Eva) Szajner
Marina Tavares
Rachel Teklemariam
Vinitha Tharumalingam
Valandeena Thavagnanam
Vasiliki Theocharopoulou
June Therres
Syeda Hafsa Umer
Luis Varessis
Spyros Volonakis
Effie Vrazalis
Andrea Walker
Lei Wan
Guixia Wang
Yi (Eva) Wang
Elma Wedderburn
Xiuming Wu
Wei-Ning (Alice) Wu
Samira Yehya
Farzana Yesmin
Fatma Yildirim Yildiz
Holly Hao Yin
Czarina Ying
Liao Yu Ling
Bianca Zambrano
Akele Zewditu

affiliated home child care providers

Saynab Abdullahi
Martha Acosta
Abla Adenjigis
Nazli Ali
Alem Andemariam
Safiya Badat
Samim Badat
Maria Borges
Shaneeza Buchana
Shahida Butt
Tahera Chaudhry
Julia Chaves
Maria Da Silva
Mariam Darman
Carmen De Melo
Seylon Dirie
Teresa Domingos
Anuva Dutta
Zahra Farah
Dunia Farah Mohamed
Ana Isabel Fuchs
Penolia Gray
Xenia Hasbun



affiliated home child care providers



Meena Jabar
Sathyananthy Jeevakanathan
Lidia Jimenez
Avis Joseph
Jacqueline Keane
Kawser Khan
Yeasmin Ara Khanam
Carol Magly Limas
Bilkis Ahmed Mahida
Muneera Mahmood
Beatriz Marin
Maritza Martinez
Malyoun Dahir Meraneh
Helan Miah
Farhia Mohamed
Farhia Husien Mohamed
Hamso Mohamed
Suhira Mohamed
Fartun Mohamud
Sofia Mohamud
Lilian Moreira
Faduma Mohamed Nur
Fardowsa Omar

Fatima Omar
Rowena Parbu
Saajida Khatun Pathan
Maria Penacho
Lilowatie (Leila) Persaud
Amalia Pibiri
Pearl Quash
Judith Rasuki
Teresa Renda
Hodan Samatar
Ramona Sanchez
Dorothy Sayles
Maria Seco
Shamkhumarie Seebachan
Aneela Sohail-Sheikh
Humera Siddiqi
Martha Torres
Yolanda Valencia
Hamida Moosaji Varachhia
Nafisa Varachhia
Maria Veiga
Amal Yacob

financial statement

NETWORK CHILD CARE SERVICES

FINANCIAL HIGHLIGHTS

FOR THE YEAR ENDED DECEMBER 31, 2015

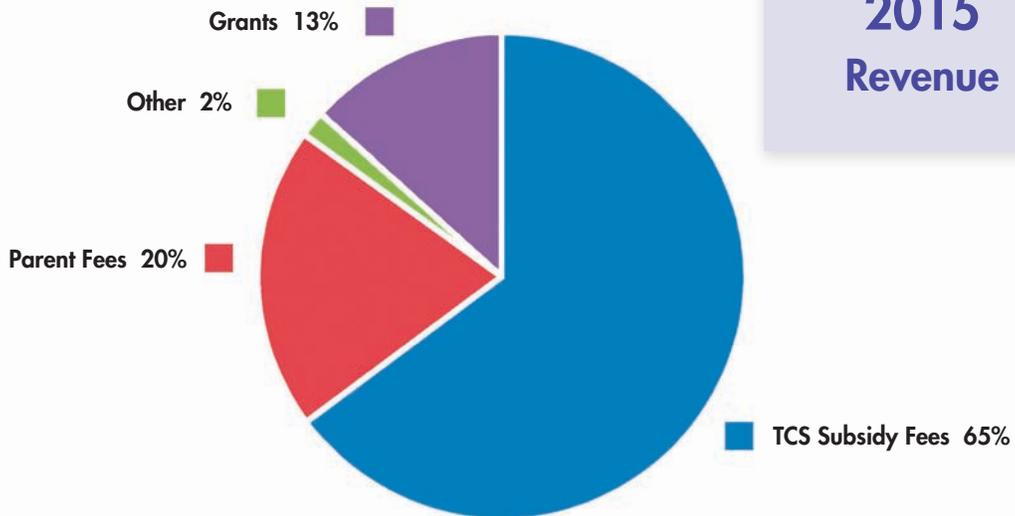
REVENUE	2015
TCS – Subsidy	\$6,250,002
TCS – Grants	1,287,633
Parent Fees	1,938,005
Interest and Other	165,163
TOTAL REVENUE	\$9,640,803
EXPENSES	
Salaries and Benefits	5,113,728
Provider Fees	1,959,617
Occupancy Costs	1,039,793
Food	432,832
Office and Administrative Program	479,073
	473,598
TOTAL EXPENSES	\$9,498,641
EXCESS OF REVENUE OVER EXPENSES	\$ 142,162

NOTE:

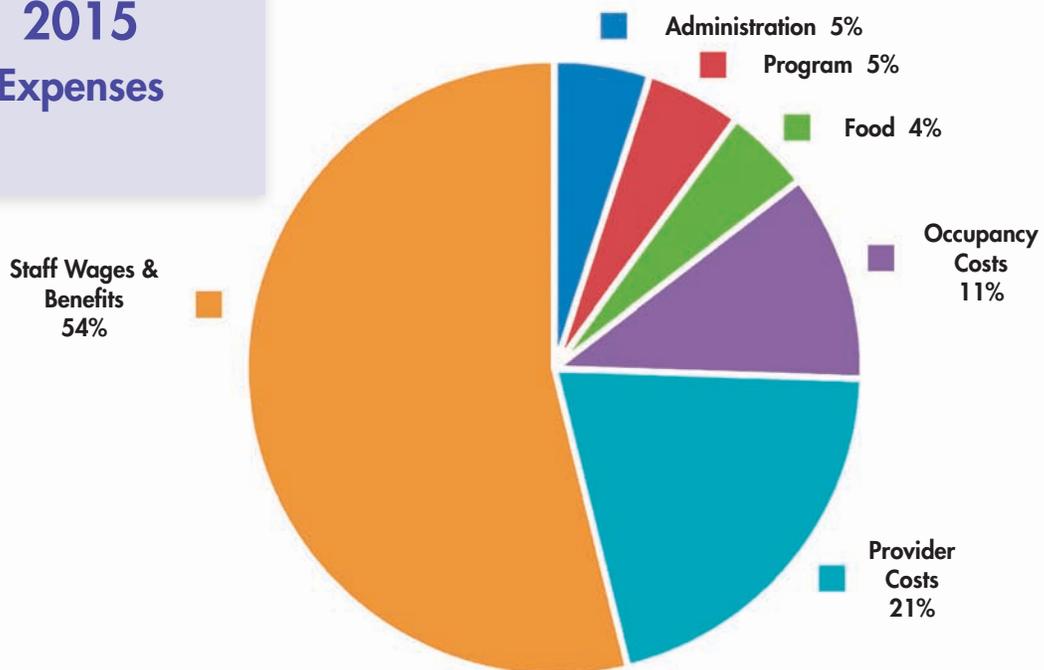
Complete Audited Statements by Ramesar & Associates CA may be provided upon request.

financial statement

2015 Revenue



2015 Expenses



our locations

1 Licensed Home Child Care Program

756 Ossington Avenue, Toronto, ON M6G 3T9
T 416 530 0722 ext. 231
Contact: Ana Baptista
ana@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: Marlene Armas (Acting)
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: Fei Huang
stnicholas@networkchildcare.com

7 Just Kids Early Years Learning & Child Care Centre

1695 Keele Street, Toronto, ON M6M 3W7
T 416 653 9944
Supervisor: Babara De Cicco
justkids@networkchildcare.com

our locations

8 Child's Nest Early Years Learning & Child Care Centre

121 Cosburn Avenue, Toronto, ON M4J 2L1

T 416 421 6984

Supervisor: Amanda Fulton

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

childsnest123@networkchildcare.com

10 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

11 St. Gabriel Lalemant School Early Years Learning & Child Care Centre

160 Crow Trail, Scarborough, ON M1B 1Y3

T 416 450 8665

Supervisor: Mariam Baroi

stgabriel.eyl@networkchildcare.com

12 Holy Cross Catholic Elementary School Before & After Child Care Program

299 Donlands Avenue, Toronto, ON M4J 3R7

T 416 421 6984

Supervisor: Maricris Jose

holycross@networkchildcare.com

13 St. Maria Goretti School Before & After Child Care Program

21 Kenmark Boulevard, Scarborough, ON M1K 3N8

T 416 206 8374

Supervisor: Julia Farrugia

stmariagoretti@networkchildcare.com

14 Dane Avenue Early Years & Child Care Centre

120 Via Bagnato, Toronto, ON M6A 2S1

T 416 787 7234

Supervisor: Michelle Arsenault

dane@networkchildcare.com

fond memories



Head Office

756 OSSINGTON AVENUE, TORONTO, ON M6G 3T9

T 416 530 0722 F 416 530 1924 E contact@childcare.com



We are PROUD and HONOURED to offer :

Quality Licensed Early Years Learning and Child Care Programs

- Enhanced Care for Children from infancy to 10 Years of Age
- Music, Movement and Drama Classes
- Early Literacy Programs
- Inspiring Art Sessions
- Supervised Escorts to and from local Schools
- On-Site Before & After School Based Child Care Programs
- Homemade Nutritious Meals and Snacks, Meeting Individual Dietary Requirements.

Group Centre Programs Conveniently located next to the Bloor Line Subway at Donlands, Ossington and Lansdowne 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.