



# Growing with Purpose

Annual Report 2024

View the Annual Report at [www.networkchildcare.com/annualreport](http://www.networkchildcare.com/annualreport)



**NETWORK**  
CHILD CARE SERVICES

FOUNDED IN 1991



Front cover and this page: St. Bartholomew Before & After School Child Care Program

# Purpose, Guiding Principles and Core Values

**Purpose**  
Network Child Care Services (Network) partners to provide every advantage for families through the provision of exceptional early learning and development experiences for their children so they all have the same opportunity to thrive and be fulfilled as part of a community of diverse needs.

## Guiding Principles

- All children deserve an equal advantage to thrive physically, emotionally, and intellectually because their early experiences and development are so important to them leading happy and productive lives.
- We respect that families have the most important understanding of and perspective on their children and their requirements.
- When families don't have the capacity to provide equal advantage, resources need to be available so that children still have access to them.
- Evidence-based research should determine what is best for childhood development.
- Our knowledge and training are always current, which require continuous commitment as there is constant innovation and research-based initiatives.
- We believe that to act with integrity, we must maintain the following principled values:
  - » Accountability
  - » Diversity
  - » Inclusiveness
  - » Equity

## Core Values

Network operates and delivers services and programs guided by a shared belief in core values including:

- Providing exceptional services to children, families, and communities to meet their requirements.
- Collaborating with families as integral partners in their child's development, learning and education choices.

- Dedication of its educators and affiliated home child care providers, and recognizing their professional contribution, continued professional development and commitment in fulfilling Network's purpose.
- Promoting mutual respect, diversity, inclusiveness, and equity in all its practices, services, and decision-making processes.
- Maintaining integrity and dignity in all its services, practices, and operations.
- Partnering with community organizations as providers of resources and support aids.

## Leading with Purpose

- We have been in operation for over 30 years.
- Governments, school boards and other social welfare agencies view us as an integral partner in the delivery of child care services.
- We operate 21 licensed child care centres across Toronto, and we consult 111 home child care programs.
- Network is regulated by various government agencies. We observe all regulatory requirements, and hire people with the appropriate qualifications to execute our programs.
- We have the internal expertise to develop programs, as well as collaborating with external professionals so that we are always on the leading edge of early childhood development.
- We participate in research, advocacy and initiatives that advance early childhood development, as well as sit on various committees for municipal, provincial, federal, and international institutions.

# Board President's and Executive Director's Report



Seizing opportunities and planting seeds for future growth became the overarching themes for the 2024 calendar year for Network Child Care Services (Network). Harnessing the gained successes of the previous year, Network continued to revitalize and deliver early years and child care programs to young children and families across the City of Toronto through its Centre-based and Home Child Care Programs.

In early Spring, Network's Board of Directors and Management determined that a Strategic Plan for the Organization was necessary as a path forward needed to be cultivated to ensure both growth and prosperity in the years ahead. Throughout multiple stakeholder meetings, representative individuals were able to actively contribute to this historic document which will come to fruition in 2025.

Cultivation of this growth mindset continued throughout the summer months, as young children who had been engaged in planting seeds through Network's Centres' Growers' Clubs began to see the fruits of their own making. Watching children filled with delight and pride in their first experience in harvesting the food, which they themselves had been responsible for

during these lovely summer days, filled the hearts of families and staff with immeasurable warmth and happiness. It was determined that this pedagogically enriching success would certainly be replicated in the coming years as this important experiential learning provided a wealth of opportunities for all children.

This past year also brought tremendous expansion to Network's Home Child Care Program as the light of Twinkle Stars Private Home Daycare Services shone upon the Organization as affiliated home child care providers and selected staff joined Network, bringing with them years of cultivated experiences. Families have embraced this continuum as they have taken comfort in a renewed sense of continuity, stability and promise for the future particularly during a climate of care uncertainty.

Network was also extremely proud to be the proponent of the City of Toronto's selection as the operator of the Liberty Village Child Care Centre. This brand-new site will offer care to families in the southwest quadrant of the city as this particular neighbourhood provides an incredible diversity rich environment.

As the colourful hues of the autumn leaves begun to reveal themselves throughout the child care community landscape, Network welcomed a new collaboration with the Toronto District School Board and the Toronto Lands Corporation as the foundation for Network's new Broadview & Danforth Child Care Centre continued to take shape.

This important community connection has been added to the appreciation and acknowledgement of the ongoing assistance and support of the Ministry of Education, the City of Toronto Children's Services, and the Toronto Catholic District School Board as Network's wishes to

express its gratitude of these important and vital child care relationships.

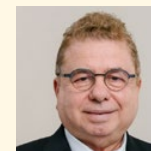
At this juncture, we would also like to extend our most sincere thanks and appreciation to all families who have trusted Network to care for their children. Their confidence in Network's programs, the educators, the affiliated home child care providers, and staff, has been most impactful. At the same time, we would like to acknowledge Network's dedicated educators, the affiliated home child care providers, and staff who have staunchly committed themselves, each and every day, to delivering exceptional care to these same young children and families.

Finally, a very heartfelt thank you to Network's Board of Directors and Advisors for their thoughtful insight and committed leadership, as well as the administrative staff, the management team and the community partners who have contributed to Network's advancement over the past year! As the Organization reflected on 2024, we at Network remain steadfastly committed to delivering exceptional child care services of the highest possible caliber throughout all of the programs.



A handwritten signature in black ink, appearing to read 'Bob Monteiro'.

**Bob Monteiro**  
Board President



A handwritten signature in black ink, appearing to read 'Spyros Volonakis'.

**Spyros Volonakis**  
Executive Director

# Strategic Plan



“I love this daycare, and so does my son! His teachers are amazing, professional, caring, and genuinely affectionate. Even teachers from other rooms greet him by name, creating a warm, connected atmosphere that means so much at this stage.”

—Rachel, St. Nicholas Early Years Learning & Child Care Centre

**Network undertook the development of our first 5-Year Strategic Plan (Plan) to act as a guide for Network’s growth over the next five years. The Plan will look at opportunities within Network and in our community to guide us as we grow and achieve our goals.**

To point us in the right direction, it was important that this Plan include the voices of the people who make up Network and be based in leading practice.

Creating the Plan was a collective effort that included input from our staff, home child care providers, and families through:

- Staff and Home Child Care Provider Symposiums
- Staff and Home Child Care Provider Surveys
- Surveys to families from our child care centres and home child care programs

To identify leading practices, we also looked at:

- Trends facing the child care sector, such as federal funding agreements;
- Regional growth and opportunities for child care in the City of Toronto and surrounding municipalities; and
- How similar child care organizations are adapting to changes in the sector.

As part of our work to develop the Plan, we updated and refined our values to align with our vision for the future of Network:

- Child and family centredness
- Collaboration
- Inclusion, diversity and equity
- Integrity
- Accountability and compliance
- Respect
- Authenticity

**Stay tuned for the completed 5-Year Strategic Plan.**



# 2024 Highlights



## ▲ New Site at St. Bartholomew Child Care Centre

Network launched the St. Bartholomew Child Care Centre, offering care for 10 infants, 15 toddlers, and 24 preschoolers. Located within St. Bartholomew Catholic Elementary School in partnership with the Toronto Catholic District School Board, the new site marked another milestone in expanding quality child care.

## ➤ Strategic Plan Initiative

Network engaged KPMG to develop a Strategic Plan guiding the Organization's future growth. This collaborative effort between the Management Team and Board of Directors focused on key areas to enhance programs and services for a growing community. Throughout the year, KPMG engaged staff, various departments within Network, as well as its affiliated Home Child Care Providers on what they would like to see from Network within the next 5 years. From this data collected, a strategic plan began to take form.

“Our experience has been fantastic; our daughter has undergone significant growth under the guidance of her teachers and support staff. The food is excellent, the curriculum is highly constructive for the children, and most importantly, they are treated with respect.”

—Yessika, Wade Avenue Early Years Learning & Child Care Centre



## ▲ Annual Symposiums

Network remained committed to hosting an engaging Symposium for staff and affiliated home child care providers. The staff Symposium was hosted at Marriot's Courtyard Toronto Downtown. Due to the success of this location, Network plans to host next years Symposiums at the Marriot Downtown as well.

## ▼ Enhancing Health and Nutrition

Network made the decision to partner with Real Food for Real Kids as its exclusive caterer for our child care centres. This collaboration brought freshly prepared, nutritious meals to Network's child care centers across Toronto, promoting healthier eating for children.



## 2024 Highlights (continued)



### ^ Growers Club Initiative

In the spring of 2024, Network piloted vegetable and flower gardens at six centres, in an effort to bring educational experiences from nature into our centres. A gardener from Green Valley Landscaping, along with Susan Menchinton, our Pedagogy Specialist, the Centre's supervisor, and educators, facilitated opportunities for children to actively participate in planting seeds and small plants.

“My child absolutely loves attending this daycare! We’ve seen so much growth in her, she proudly shares her artwork and sings the songs she’s learned with so much joy. The educators are incredibly responsive and caring, and we really appreciate the weekly updates through the app.”

—Yvonne, Satellite Early Years Learning & Child Care Centre

### Technology Innovations

Network upgraded its IT and communication systems by introducing Zoom to replace our phone systems and dedicated fiber optic internet to most centres, with full rollout completed in early 2025. These enhancements improved connectivity, internet speed and voice clarity. Educators and staff were trained to maximize the new tools, which now support virtual meetings and workshops, strengthening collaboration across the Organization.

### ✓ HCC Expansion

In the fall of 2024, Network successfully acquired 52 home child care providers and three consultants from Twinkle Stars Private Home Daycare Services. This strategic acquisition allows us to serve even more families and communities across Toronto. As a result, our Home Child Care department grew to over 170 affiliated home child care providers and 10 Quality Assurance Consultants.



# 2024 Year in Numbers

55

Training hours

295

Number of staff

21

Centre locations

389,934

Hours of service delivered

2,118

Children served

32

Number of languages spoken

111

Affiliated Home Child Care Providers

1,820

Child care spaces

“I love Satellite because the children learn real life skills that increases independence and adaptability to the real world. My son’s communication skills improved drastically after joining and he loves his friends and instructors dearly.”

—Happy Parent from Satellite Early Years Learning & Child Care Centre

# Locations



## **Annunciation School Before & After Child Care Program**

65 Avonwick Gate  
Toronto ON M3A 2M8  
647-289-8728

*For children 4 to 12 years*

## **Bendale Acres Early Years Learning & Child Care Centre**

2920 Lawrence Avenue East  
Toronto, ON M1P 2T8  
416-530-0722 Ext. 4108

*For children 0 months to 4 years*

## **Child's Nest 121 Early Years Learning & Child Care Centre**

121 Cosburn Avenue  
Toronto, ON M4J 2L1  
416-530-0722 Ext. 4077

*For children 0 months to 2.5 years*

## **Child's Nest 123 Early Years Learning & Child Care Centre**

123 Cosburn Avenue  
Toronto, ON M4J 2L1  
416-530-0722 Ext. 4077

*For children 18 months to 4 years*

## **Dane Avenue Early Years Learning & Child Care Centre**

120 Via Bagnato  
Toronto, ON M6A 2S1  
416-530-0722 Ext. 4044

*For children 0 months to 4 years*

## **Holy Cross Catholic Elementary School Before & After Child Care Program**

299A Donlands Avenue  
Toronto, ON M4J 3R7  
416-530-0722 Ext. 4078

*For children 4 to 9 years*

## **Jubilee Early Years Learning & Child Care Centre**

55 Emmett Avenue  
Toronto, ON M6M 2E4  
416-530-0722 Ext. 4019

*For children 0 months to 4 years*

## **Just Kids Early Years Learning & Child Care Centre**

1695 Keele Street  
Toronto, ON M6M 3W7  
416-530-0722 Ext. 4037

*For children 0 months to 5 years*

## **Lansing Early Years Learning & Child Care Centre**

49 Bogert Avenue  
Toronto ON M2N 1K4  
416-530-0722 Ext. 4059

*For children 0 months to 4 years*

## **Licensed Home Child Care Program (104 locations, Head Office)**

720 Ossington Avenue  
Toronto, ON M6G 3T7  
416-530-0722

*For children 0 months to 12 years*

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

40 Donlands Avenue  
Toronto, ON M4J 3N6  
416-530-0722 Ext. 4087

*For children 18 months to 4 years*

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

756 Ossington Avenue  
Toronto, ON M6G 3T9  
416-530-0722 Ext. 4028

*For children 0 months to 4 years*

## **Satellite Early Years Learning & Child Care Centre**

720 Ossington Avenue  
Toronto, ON M6G 3T7  
416-530-0722 Ext. 4032

*For children 18 months to 4 years*

## **St. Agatha Catholic School Before & After Child Care Program**

49 Cathedral Bluffs Drive  
Toronto, ON M1M 2T6  
416-320-5807

*For children 4 to 9 years*

## **St. Aidan School Early Years Learning & Child Care Centre**

3521 Finch Avenue East  
Toronto, ON, M1W 2S2  
416-530-0722 Ext. 4092

*For children 0 to 4 years*

## **St. Bartholomew Before & After School Child Care Program**

51 Heather Rd  
East York, ON M1S 2E2  
437-268-0090

*For children 4 to 12 years*

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

160 Crow Trail  
Toronto, ON M1B 1Y3  
416-530-0722 Ext. 4056

*For children 18 months to 4 years*

## **St. Maria Goretti School Before & After Child Care Program**

21 Kenmark Boulevard  
Toronto, ON M1K 3N8  
416-206-8374

*For children 4 to 12 years*

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

1020 McNicoll Avenue  
Toronto, ON M1W 2J6  
416-530-0722 Ext. 4095

*For children 0 months to 4 years*

## **St. Victor School Before & After Child Care Program**

20 Bernadine Street  
Toronto ON M1P 4M2  
647-289-7259

*For children 4 to 12 years*

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

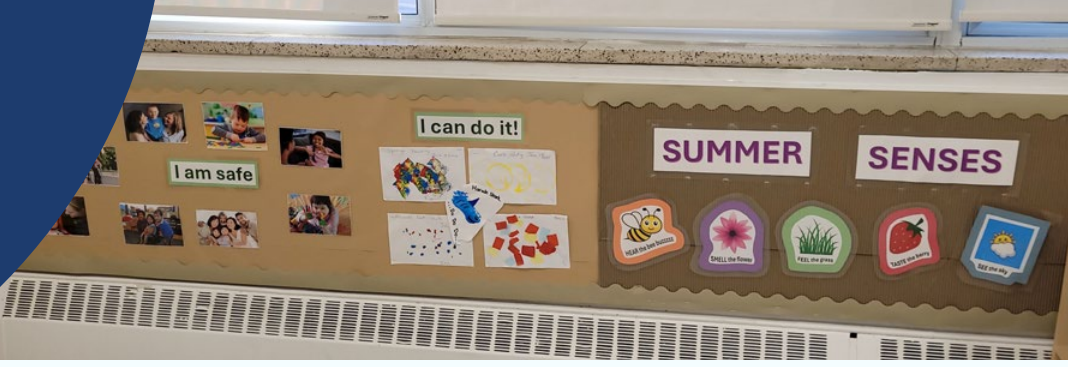
544 Lansdowne Avenue  
Toronto, ON M6H 3Y5  
416-530-0722 Ext. 4052

*For children 18 months to 4 years*

“The educators here are fantastic, they really provided a great environment for kids to have fun, learn and make new friends.”

—Yvonne, Satellite Early Years Learning & Child Care Centre

# Update from our Pedagogy Specialist & Storypark Lead, Susan Menchinton



## Launch of Attendance Feature and Safe Arrivals Protocol

This year Network began to track child attendance in real time throughout care hours, including required recording of child movement between rooms using Storypark, our existing family communication platform. Additionally, in line with new government regulations on Safe Arrivals, Storypark is now used to follow up with families and retain a record of the incident if a child is unexpectedly absent. Both of these examples of digital tracking and record keeping are a time saver for our Centres and Before and After School Programs as we continue to integrate device use and electronic data storage with the delivery of quality child care.



## AQI Postings, Displays and Materials Project

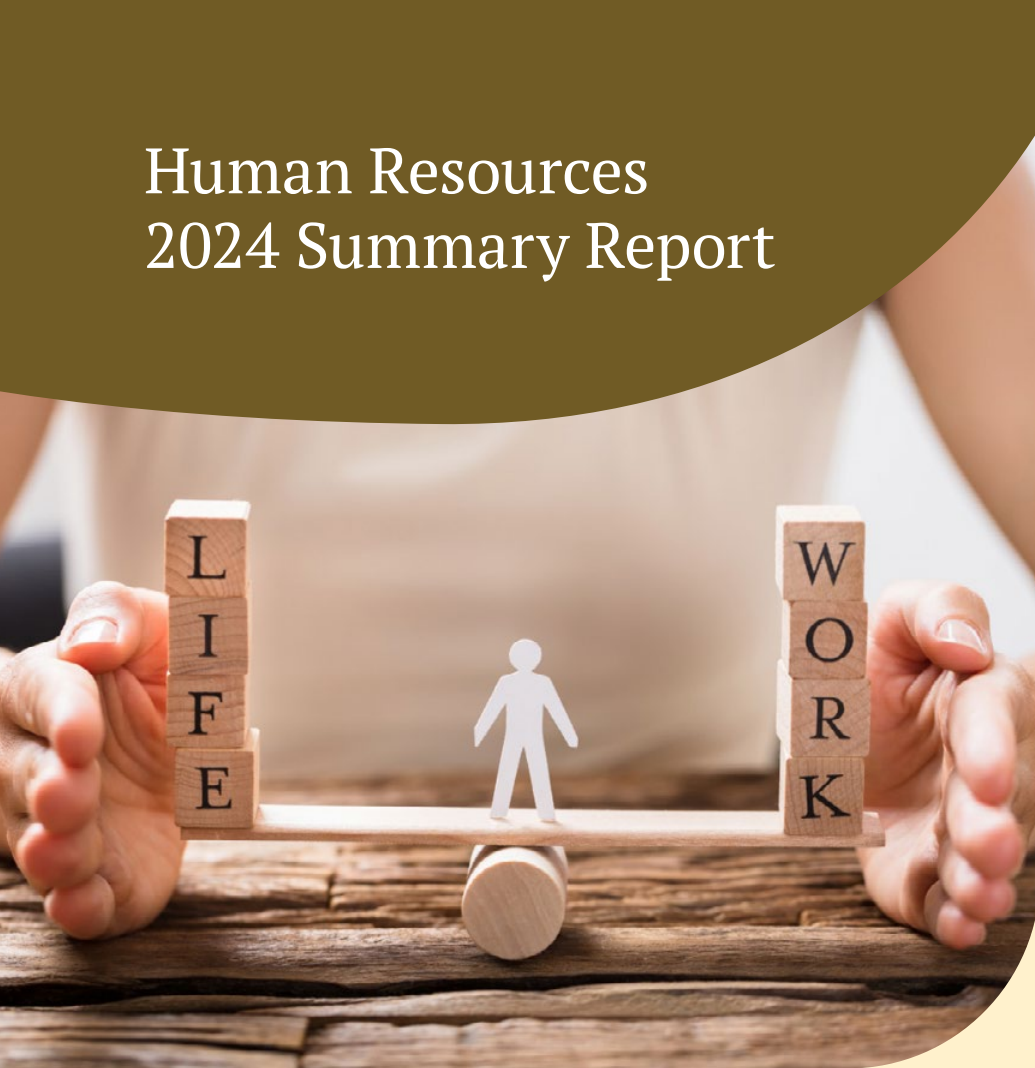
Network underwent a major review of all postings, displays and educational materials required under the City of Toronto's Assessment for Quality Improvement (AQI) with the intent of providing standardized guidelines to all Centre sites, and creating checklists for inspection preparation and a written manual of best practices. The project team used the results of this review to reset sample rooms in two Network locations and then used the results to train Supervisors and Educators on proper procedures. The project fostered improvements in site quality scores during the next inspection period and the documental supports will assist initial set up in new locations in the future.

## Learning Supports for Program Plans and Family Communication

Our Pedagogy Specialist worked with subject experts to create new learning sets to add to the existing group of root skills set out in the Ontario Ministry of Education's Early Learning for Every Child Today (ELECT) document, which are required markers used on all Program Plans and as indicators of learning for families when educators create documentation. This expansion provided educators with additional developmental skills to further refine their messaging on learning outcomes in the physical, cognitive, language, social and emotional domains. This team also prepared grammar supports for new educators or those approaching English as a second language who need additional help with writing learning goals.



# Human Resources 2024 Summary Report



“Clean, well-organized, and the staff are friendly, supportive, and professional. My daughter attended from infant to preschool and learned so much—from basic words to art and puzzles. The communication is excellent, and I always feel informed. The food is healthy with great options, and the supervisor is wonderful.”

—Boby, Bendale Acres Early Years Learning & Child Care Centre

In 2024 Network’s Human Resources Department continued to focus initiatives on total employee well being and maintaining health and safety a priority. To support these goals Network became an approved Member in WSIB’s Health and Safety Excellence Program (HSE).



The HSE Program was launched by WSIB and is part of the Ministry of Labour, Immigration, Training and Skills Development, Supporting Ontario’s Safe Employers accreditation program.

As a Member of the HSE Program, Network partnered with Public Services Health and Safety Association (PSHA) and developed an action plan of occupational health and safety systems that focuses on the health and safety issues that matter most to Network employees, based on employee feedback.

By completing the action plan Network received a badge from WSIB, that

recognizes Network as an approved Member of the HSE program and showcases the organization’s ongoing commitment to health and safety.

In 2024, Ontario’s *Working for Workers Five Act* (“the Act”) was introduced with the goal to modernize workplace rights and enhance employee well-being. While many proposed changes will continue to come into effect, several workplace statutes resulted in amendments to the *Employment Standards Act (ESA)*, *Workplace Safety and Insurance Act*, and *Occupational Health and Safety Act (OHSA)*.

For Network’s Human Resources Department, adapting to the key provisions of the Act meant developing policies to align with new legislation, including:

- Promoting work-life balance to reduce burnout
- Adjusting pay scales and sick leave to meet ESA standards
- Enhancing health and safety practices

By embracing these changes, Network aims to boost employee satisfaction, improve retention, and foster a positive, equitable workplace culture.

# 2025 Initiatives

## ✓ Unveiling of Network's Strategic Plan

This marks a pivotal moment of our organization, as we will formally unveil Network's Strategic Plan, a comprehensive roadmap that will guide our efforts over the next five years. This plan will be the result of months of thoughtful collaboration, input from stakeholders, and careful analysis of both our internal strengths and the evolving needs of our community. For more information on the development of our Strategic Plan, [go to page 5](#).

The Strategic Plan will be more than a document; it will be a bold vision for the future of our organization and the children and families we serve. It will outline key priorities and actionable goals that will drive our growth, deepen our impact, and strengthen our capacity to support high-quality child care across the region.



## ^ Opening of Liberty Village & Danforth

In the coming year, our organization will expand its reach by opening two new child care centres in vibrant Toronto neighborhoods, one in Liberty Village and the other in the Greektown Danforth community. These new locations will allow us to serve more families with high-quality, inclusive early learning and care, tailored to meet the unique needs of each neighborhood. As we grow, we will remain committed to delivering exceptional programs, fostering strong community partnerships, and creating nurturing environments where children can thrive. This expansion marks a significant step forward in our mission to increase access to quality child care across the city.

## ✓ Website rebrand

Our organization will undergo an exciting rebrand and website redesign to better reflect our mission and meet the evolving needs of the families we serve. The new website will feature an updated logo and a modern, user-friendly design that will enhance accessibility and streamline the user experience. As part of this update, we will introduce a more comprehensive and transparent waitlist process, making it easier for families to find information, navigate enrollment options, and access the support they need.



## 2025 Initiatives (continued)



### ^ Re-Imagining Symposium

Looking ahead, our organization will be reimagining the format of our annual symposium to make it more engaging, dynamic, and connected to our core values of collaboration and community. In addition to the day's presentations and professional learning sessions, we will introduce a new evening event designed to prioritize team bonding and offer staff an opportunity to unwind, socialize, and celebrate their collective achievements. This refreshed approach will foster a greater sense of connection across teams and ensure the symposium continues to be both meaningful and memorable for all who attend.

### ✓ Hiring of HCC Manager and new consultants

In preparation for continued growth in 2025, our Home Child Care department will hire a dedicated Manager to lead our expanding team and support an increasing caseload of home child care providers. This new leadership role will be essential in ensuring the department remains responsive, efficient, and well-coordinated as we scale our services. The HCC Manager will bring strong business acumen, strategic thinking, and a deep understanding of the child care sector to help guide operations, enhance provider support, and contribute to the department's long-term success. This addition will position the Home Child Care team for greater impact and sustainability in the year ahead.



“My son has been at Just Kids for almost a year, and we absolutely love it. The staff are caring, professional, and led by the wonderful Ms. Barbara. It's a joyful, energetic, and inclusive environment where my son learns something new every day.”

—Romina, Just Kids Early Years Learning & Child Care Centre

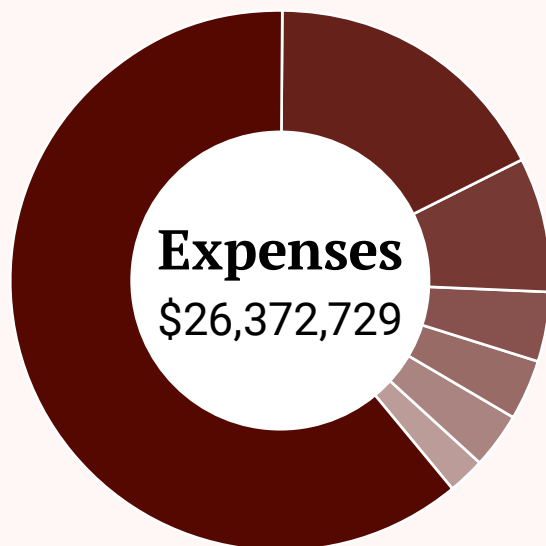
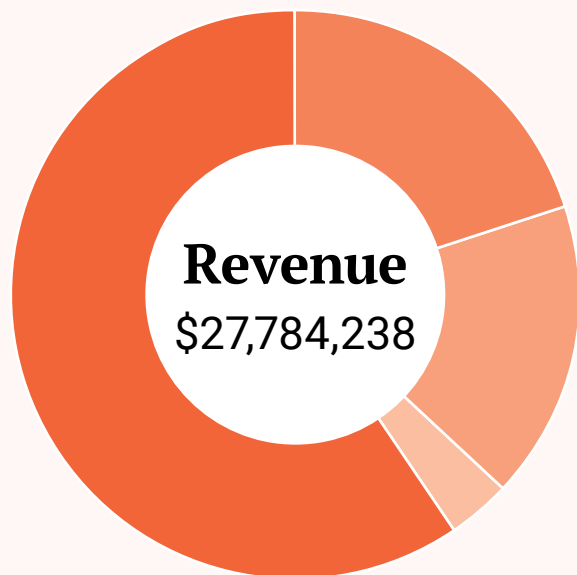
“Really nice daycare with caring and warm staff. Our daughter absolutely loves this place and is always so happy to go and play with her friends. It really eases my mind knowing that she's safe and happy.”

—Aga, Wade Avenue Early Years Learning & Child Care Centre

“I'm so glad I chose this daycare for my daughter. The staff are warm, caring, and always keep me updated, especially through their helpful app. I love seeing the supervisor actively involved in the classrooms. Grateful for the amazing care they provide!”

—Mariana, Jubilee Early Years Learning & Child Care Centre

# Financial Highlights



Year ending December 31, 2024

## Revenue

Grant Revenue	59.7%	\$16,590,973
Subsidized Child Care Fees	19.9%	5,540,645
Child Care Fees	17.0%	4,711,138
Other Revenue	3.4%	941,482
<b>Total Revenue</b>		<b>\$27,784,238</b>

## Expenses

Salaries & Benefits	61.2%	\$16,150,599
Provider & Contractor Fees	17.5%	4,618,745
Occupancy Costs	8.1%	2,124,983
Food	4.2%	1,116,791
Office and Administrative	3.5%	910,125
Program	3.3%	869,231
Amortization	2.2%	582,255
<b>Total Expenses</b>		<b>\$26,372,729</b>

**Excess of Revenue Over Expenses for the Year**      **\$1,411,509**

**Notes:** Copies of financial statements audited by KRP LLP Chartered Professional Accountants, may be provided upon request.

*“We feel so lucky to have secured a spot at this daycare. The staff is warm and attentive, and the food is nutritious and thoughtfully tailored for young children. There’s a lovely playground on-site where the kids enjoy fresh air every day.”*

**—Maribel, Wade Avenue  
Early Years Learning &  
Child Care Centre**

# Staff Members

Nasra Abdi  
Humaira Ahmadi  
Haali Ahmed  
Jasmine Aitken  
Zewditu Akele  
Mosa Nazma Akter  
Nahida Akter  
Syeda Akther  
Heyam Al Tarsha  
Anushai Alam  
Maria Alberga  
Chrirel  
Alexander-Bowen  
Shernell Alleyne  
Cheridainne Almazan  
Isabel Alvarez  
Anshu Anshu  
Daisy Arenasa  
Roshini Arithas  
Arineh Armenakpour  
Aurea Arredondo  
Sangita Aryal  
Shahairazaad Bacchus  
Ericka Divine Bael  
Xiaoyu Bai  
Kavenie Arian Balbad  
Abbegale Baldwin  
Mariama Bangura  
Padma Banjade  
Ana Baptista  
Mariam Baroi  
Amaneh Barzegari  
Thulasimalar Bastiampillai  
Shavaughn Bauer  
April Bautista  
Tianna Beggs  
Taslina Begum  
Celeste Benjamin  
Kamana Bhandari  
Yongzhu Bi  
Amelia Biswas

Alphine Bondoc  
Sandy Botelho  
Nardia Buchanan  
Divina Cabading  
Rubina Caldez  
Jessica Calouro  
Danielle Campbell  
Kyrene Caparas  
Jennifer Carter  
Shu Yi Cen  
Wing Chan  
Yuk-Ying Chan  
Ka I Chan  
Chin Yao Chang  
Keturah Charles-Rogers  
Carla Maria Chavarria  
Kangzhen Chen  
Yan Lan Chen  
Rashayna Chisholm  
Stephanie Chin  
Yu Chung  
Cynthia Clarke  
Nelia Cordeiro  
Virginia Cuadro  
Celine Cummings  
Camila Da Matta  
Reetu Daddar  
Barbara De Cicco  
Anabela De Melo  
Joann De Pano  
Loretta Delos Angeles  
Harsha Desai  
Dariben Dclas  
Edna Dioneda  
Aubrey Divinagracia  
Melany Dogino  
Shilpa Dominic  
Kelli-Ann Duggan  
Anita Dukharan  
Gregory Duma's  
Thelma Dumaquion  
Alloris Oneka Dyer

Petall Edwards  
Wendy Julieth  
Elejalde Murillo  
Vincent Elumba  
Selamawit Estifanos  
Maureen Rose Everatt  
Flowrin Falia  
Juecong Fang  
Lucky Fardusey  
Piera Fasulo  
Tasneem Fatima  
Mei Xia Feng  
Anecia Ferguson  
Diane Frias  
Amanda Fulton  
Megan Mae  
Gallant-Samanica  
Eva Garaffa  
Joanna Mae Garcia  
Cassandra Gest  
Shirnette Green  
Juvelyn Grospe  
Italia Lisa Guarini  
Konul Haameli  
Teri Harley  
Aiko Honda  
Fei Fei Huang  
Li Xiu Huang  
Fardoshi Islam  
Antoinnia Briana James  
Samantha James  
Nastaran Jami  
Jacinth Jaranilla  
Anushi Jay  
Jie Jiang  
Eronika John  
Dimitra Kamypli  
Naixin Kang  
Samridhi Karki  
Maria Katsigarakis  
Manpreet Kaur  
Gurveer Kaur

Ridhampreet Kaur  
Avinash Kaur  
Shanice Keane  
Sakineh Khalilinejad  
Kamrun Khan  
Ara Rowson Khanam  
Laya Khatamian  
Selamawit Kidane  
Panayiota Kintis  
Fatemeh  
Kouhestanifarouji  
Piumi Kurukulasuriya  
Maleeha Ladha  
Ramona Lall  
Lai Ching Lam  
Shanti Lama  
Ditsheen Lama  
Ntesara Langkozi  
Eunjin Lee  
Doris Lei  
Maribel Leon  
Jacqueline Levy  
Xue Lian Li  
Cuiyi Li  
Lindita Lika  
Min Yan Lin  
Yu Sze Lin  
Wan Chi Liu  
Stephanie Llavanés  
Irma Joan Lopez-Laggui  
Leanne Lowes  
Yaqiong Lu  
Maria Lychnaki  
Effie Jane Maclean  
Mary Ann  
Madriaga-Bartolo  
Athena Magno  
Min Yu Mai  
Christina Michelle  
Malakovski  
Amor Mangubat  
Whiza Anne Marquez  
Maramba

Ana Maravilla  
Luciana Marino  
Salette Marques  
Michelle Mendoza  
Maria Eduarda Menon  
Arta Mici  
Marzieh Miri  
Taeko Mizukami  
Hong Mei Mo  
Christina Modopoulos  
Aneesah Mohamed  
Arminda Joyce Mora  
Erika Maria Moreira  
De Souza  
Danielle Morra  
Sukisa Muhimpundu  
Mohana Mylvaganam  
Georgia Namayega  
Doreen Namugga  
Manveer Kaur Nehal  
Trishelle Sashauna  
Newman  
Thi Kieu Nhung Ngo  
Ayan Noor  
Rosaria Orellana  
Angela Oropeza Diaz  
Gloria Milena Ortegon  
Jane Otero  
Patricia Pacheco  
Sally Medeiros Pacheco  
Inthuja Packiaraja  
Dianne Palhinha  
Amisha Pandey  
Nick Pappas  
Sidra Parvez  
Riddhiben Patel  
Deomattie Persaud  
Margarida Pessoa  
Nisha Pitroda  
Kahseendah Pompey  
Rehana Akter Popy  
Diana Powell

Julie Poya-Lama  
Leonora Prado  
Sayida Binish Qadir  
Tanvir Quader  
Jennielyn Quilang  
Sonia Rahman  
Syeda Rahman  
Mithula Rajagopal  
Vineta Ramdeo  
Beauty Ratna  
Yanessa Ratnakumar  
Raveena Ravinthiran  
Kimberley Redhead  
Wilma Regala  
Hedda Reyes  
Monica Richardson  
Pina Rinella-Papp  
Erika Santana-Vanegas  
Nikisha Santhiyapillai  
Francesca Santoro  
Nadine Anne Santos  
Kriti Sapkota  
Christelle  
Sayers-Jackson  
Aiza Secretaria  
Debbie Seerattan  
Agata Serrano  
Iman Shehata  
Yanje Sherpa  
Marlene Silva - Armas  
Sonia Laurell Simon  
Aurelia Simon  
Sandhya Singh  
Kerian Smith  
Margaret Smith  
Lilia Isabela Solis  
Lozano  
Curissa Sookdial  
Noyalin Chithra  
Soosaipillai  
Tomislava Stanisic  
Vanessa Sterling

Nadia Stirpe-Georgiou  
Shuyuan Sun  
Melanie Jill Tan  
Alyssa Tanaka  
Vasiliki  
Theocharopoulou  
Kasis Timalseña  
Ka Sin Ting  
Sangyal Tsogyal  
Pamela Tugade  
Nenpha Ubay  
Luis Varessis  
Jessie Vickery  
Nanette Villarba  
Hoang Phuong Thao Vo  
Spiridon Volonakis  
Effie Vrazalis  
Andrea Walker  
Serena Walker  
Lei Wan  
Chong Wen Wang  
Chenyu Wang  
Elma Wedderburn  
Hiu Laam Wong  
Qing Feng Wu  
Fang Xiao  
Jianling Xie  
Lijuan Xue  
Fen Yao  
Ashee Yaser  
Jianyi Ye  
Tenzin Yingsel  
Sau Ting Yiu  
Hyun Kyung Yoon  
Arlene Youngsam  
Ishrat Zahan  
Anila Zemblaku  
Yunong Zhao  
Yanfeng Zhou

# Affiliated Home Child Care Providers



**Network offers Licensed child care in a home setting at 111 locations across Toronto. Our affiliated Home Child Care Providers deliver quality mixed-age small-group care for infants, toddlers, preschoolers and school-agers.**

Venus Abbugao  
Sahra Abdi  
Fatuma Abdi Isse  
Kin Abdi Nur  
Khamar Abdinoor  
Saynab Abdullahi  
Safia Abdullahi  
Hamdi Adam  
Suddis Aden  
Ubax Aden Isak

Nessa Kelly Ann Agdomar  
Hindo Ahmed  
Fozia Ahmed  
Ijabo Ahmed  
Kaltom Ahmed Isse  
Anisah Al Qadasi  
Tahani Ali  
Hawa Ali  
Fatuma Ali

Istaahil Ali  
Nazli Ali  
Mareah Anwar  
Shamim Ara Islam  
Safiya Badat  
Samim Badat  
Shaneeza Yvonne Buchana  
Julia Chavez  
Nora Contreras

Zahro Da Quane  
Mariam Darman  
Carmen De Melo  
Maria DeFreitas  
Amina Degel  
Seylon Dirie  
Teresa Domingos  
Muna Essa  
Senait Estifanos Jebib  
Rita Evans Sealy

Zahra Farah  
Dunia Farah Mohamed  
Maryam Geedi  
Selam Ghebrenegus  
Marcia Griffith  
Yordanos Habte  
Shukri Haji  
Maryam Hassan  
Farhia Husien Mohamed  
Marian Hussein  
Ekaran Hussein  
Deka Hussein  
Samira Ibrahim  
Lul Ismael Ahmed  
Deqa Isse  
Sathyananthy Jeevakanathan  
Sarah Antonia Joseph St. Marie  
Jacqueline Keane  
Kawser Khan  
Yeasmin Khanam  
Carol Limas  
Rahel Mamo Siber  
Maritza Martinez  
Luna Mengistu Tewelde  
Saron Mengstu  
Malyoun Meraneh  
Ruta Mesfin  
Helan Miah  
Farhia Mohamed  
Hamso Mohamed  
Fatima Mohamed  
Nefiso Mohamed Kali  
Faduma Mohamed Nur  
Shamso Mohamed Nur  
Sofia Mohamud  
Fartun Mohamud  
Shukri Mohamud

Hamida Moosaji Varachhia  
Fatuma Mussa  
Nimo Nuh Bile  
Rahel Okbay  
Fardowsa Omar  
Hindia Omar  
Hodan Omar  
Fatima Omar  
Sadia Osman  
Lula Osman Omar Ege  
Maria Pacheco  
Rowena Parbu  
Cristina Pardo  
Saajida Pathan  
Maria Penacho  
Lilowatie Persaud  
Pearl Quash-Russell  
Seydy Salinas  
Hodan Samatar  
Helen Samuel  
Ramona Sanchez  
Aasiyah Shaikh  
Aisha Siddiq  
Humera Siddiqi  
Colleen Sutton  
Kisanet Tesfahuney  
Angelina Valdez  
Yolanda Valencia  
Nafisa Varachhia  
Alice Warren  
Maritza Wong  
Amino Yalahow  
Fawzia Yousouf  
Fathiya Yusuf  
Maryam Yusuf  
Fadumo Yusuf Warsame

# Board Members, Advisors and Community Partners



## Community Partners and Funding Agencies



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Treasurer: Nick Tsimidis, CPA  
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Stan Smyer

### Executive Director

Spyros Volonakis

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KRP LLP Chartered Professional Accountants

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Nadia Stirpe  
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Lei Wan

Ontario Ministry of Education  
City of Toronto Children's Services  
Toronto District Catholic School Board  
Canadian Child Care Federation  
Davenport Perth Neighbourhood Centre  
Four Villages Community Health Centre  
Home Child Care Association of Ontario (HCCAO)  
Home Child Care Association of Toronto (HCCAT)  
Macaulay Child Development Centre  
Mothercraft College  
Ontario Coalition for Better Child Care  
Ontario Studies in Education (OISE)  
Parkdale Queen West Community Health Centre  
Storypark  
Quality Early Learning Network (QELN)



## Contact Us

### Network Child Care Services

756 Ossington Avenue, Toronto, ON M6G 3T9

☎ 416-530-0722

✉ [reception@networkchildcare.com](mailto:reception@networkchildcare.com)

🌐 [www.networkchildcare.com](http://www.networkchildcare.com)

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**NETWORK**  
CHILD CARE SERVICES

FOUNDED IN 1991