

From Vision to Action

Annual Report 2025

View the Annual Report at **www.networkchildcare.com/annualreport**

NETWORK
CHILD CARE SERVICES
FOUNDED IN 1991



Front cover: Childs Nest 121 and 123 / This page: St. Bartholomew

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 22 licensed child care centres across Toronto, and we consult 170 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



Strategic progress, and program growth, became the overarching themes in 2025 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.

Network expanded its reach in 2025 with the opening of Liberty Village Child Care Centre in July. Located in a vibrant and rapidly growing neighbourhood, the new centre reflects Network's commitment to ensuring that families have access to high-quality, inclusive child care where they live and work.

Momentum continued across several development projects. Approvals were secured for future locations at 292 Dundas Street West and within St. Peter Catholic Elementary School, while construction advanced at the Broadview and Danforth Child Care Centre. Together, these initiatives positioned Network for continued expansion in 2026.

Network also strengthened its school-based programming with the launch of a new Before and After School program at St. Aidan in September. This expansion further enhanced Network's partnerships within the education sector and provided families with greater continuity of care throughout the day.

The Home Child Care program experienced significant growth in 2025, reinforcing its essential role within Network's service model. Network welcomed 52 home child care providers and three consultants from Twinkle Stars Private Home Daycare Services, expanding the program to more than 170 affiliated providers and increasing access to care across Toronto.

Community-building events, including the summer Provider Picnics, brought affiliated providers and their families together through shared experiences such as Indigenous dance workshops, arts and crafts, and outdoor activities. These events strengthened relationships and fostered a greater sense of connection across the Network community.

To support continued growth and enhance operational capacity, renovations to the Home Child Care office created four additional offices, providing more space for staff collaboration and future program expansion.

A defining milestone in 2025 was the development and launch of Network's first Five-Year Strategic Plan. Created in partnership with KPMG, the plan was informed by extensive engagement, including surveys and meetings with staff and affiliated home child care providers. Officially launched on April 9, 2025, the plan established five strategic priorities: Structure, Workforce, Partnerships, Technology, and Growth. The Strategic Plan provides a clear and actionable framework for the years ahead. It reflects a shared commitment to strengthening internal systems, supporting the workforce, enhancing collaboration, leveraging technology, and guiding sustainable growth.

Underpinning this work is Network's ongoing commitment to diversity, equity, and inclusion. The organization continues to foster welcoming, respectful, and culturally responsive environments where every child, family, educator, affiliated home child care provider, and employee feels valued, supported, and has equitable opportunities to thrive.

Network introduced the Nature Connections Project at select centres, including St. Aidan, Bendale, Just Kids, and Dane Avenue. During the spring and summer of 2025, Sensorium Gardens and Pollinator Patches featuring native plant species created meaningful opportunities for hands-on learning. These experiences supported children's physical, cognitive, and social-emotional development while deepening their connection to the natural world.

Music and movement programming continued to play an important role in children's daily experiences, encouraging expression, creativity, and active engagement. Across all centres, a strong focus on quality assurance helped ensure that programming remained consistent, safe, and aligned with sector best practices.

Network's commitment to excellence was reflected in its performance within the City of Toronto's Assessment for

Board President's and Executive Director's Report (continued)

Quality Improvement (AQI), with scores consistently exceeding city averages across all age groups. This strong foundation in outdoor and experiential learning also positions Network well to support the City's evolving AQI priorities, including the expanded use of outdoor spaces as meaningful extensions of the classroom.

Network continued to foster a strong sense of community through opportunities for professional learning, collaboration, and connection. Annual symposiums for staff and affiliated home child care providers were held in November at the Courtyard Marriott, featuring keynote speakers, professional development sessions, and opportunities to exchange knowledge and strengthen relationships.

Network continued to strengthen its governance framework through forward-looking leadership and planning. The Board of Directors approved key initiatives, including succession-planning framework, and expanded board composition.

The exploration of educational charity status further reflects Network's long-term vision to broaden its impact and advance its mission. Collectively, these efforts help ensure that Network remains resilient, responsive, and well positioned for future growth.

Throughout the year, Network continued to invest in technology and digital tools that enhanced educator experiences, family engagement, and organizational efficiency. Fiber-optic internet upgrades were completed across all child care centres, significantly improving connectivity and supporting more effective day-to-day operations. The introduction of Network email accounts for permanent staff also strengthened communication, consistency, and accessibility across the organization.

Additional iPads were introduced across centres to support the use of Storypark, strengthening program documentation, communication with families, and children's learning experiences. A shared music server was also installed, giving educators streamlined access to educational content and resources across classrooms and helping to create more dynamic and connected learning environments.

Network's commitment to innovation extended to the Home Child Care program, where affiliated providers received tablets and printers to support the transition toward more seamless and efficient paperless operations.

As Network looks ahead to 2026, the organization remains focused on responsible growth, innovation, and strengthening the quality of care and experiences provided to children, families, educators, and affiliated home child care providers.

A major milestone for the coming year will be the opening of two new child care centres, Children's Gallery and St. Peter, along with the launch of two additional Before and After School programs. These expansions will increase access to high-quality child care and create new opportunities for children to learn, explore, and thrive.

In 2026, Network will proudly celebrate its 35th anniversary, recognizing more than three decades of service, community impact, and commitment to children and families. This milestone will provide an opportunity to honour the organization's history while looking to the future with purpose and optimism.

Building on the momentum of Network's first Strategic Plan, the organization will continue advancing key strategic priorities focused on quality, growth, innovation, workforce support, partnerships, and organizational sustainability.

Network will continue working towards its organizational restructuring and website update to better reflect its mission and meet the evolving needs of the families and communities it serves. The refreshed brand identity, including an updated logo and a modern, user-friendly website, will enhance accessibility, strengthen communication, and create a more seamless and engaging online experience for families, staff, and community partners and stakeholders.

Network remains committed to modernizing its Home Child Care program by expanding digital tools and supports for affiliated home child care providers. Following the distribution of tablets, additional training and resources will help providers transition to more seamless, efficient, and increasingly paperless practices.

Network continues to express its gratitude and appreciation in the acknowledgement of the ongoing assistance and support of the Ministry of Education, the City of Toronto Children's Services, the Toronto Catholic District School Board, and now the Toronto District School Board as these important and vital child care relationships bring positive change to an ever-growing child care community.

Additionally, we would 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 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 2025, we at Network remain steadfastly committed to delivering exceptional child care services of the highest possible caliber throughout all the programs.



Bob Monteiro
Board President



Spyros Volonakis
Executive Director

Letters from the Premier and Mayor

Ontario

I am pleased to congratulate the members of

NETWORK CHILD CARE SERVICES

on the occasion of its

35th Anniversary

Over the years, the commitment of the members of Network has helped to make your community and our province a better place.

Congratulations again, and I wish you many more years of success.

Legislative Building, Toronto
September 1, 2026

Doug Ford
Premier

CITY OF TORONTO

Mayor Olivia Chow
and Members of Toronto City Council
extend congratulations to

Network Child Care Servies

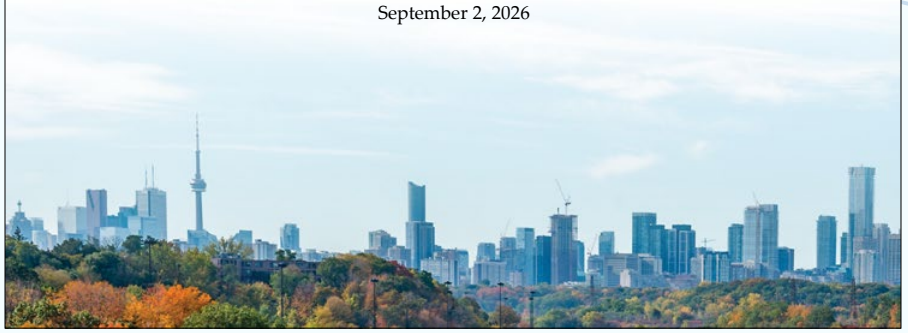
on your 35th anniversary.

It is a pleasure to recognize your organization's longstanding commitment to early years child care and to supporting accessible care for families in our community.

Best wishes for continued success.

Olivia Chow
Mayor of Toronto

September 2, 2026



2025 Highlights



Growing with Purpose

Network expanded its reach in 2025 with the opening of **Liberty Village Child Care Centre** in July. Located in a vibrant and rapidly growing neighbourhood, the new centre reflects our commitment to ensuring families have access to high-quality, inclusive care where they live and work.

Momentum continued across several development projects, with approvals secured for other future locations including 292 Dundas Street West and a new site within St. Peter Catholic Elementary School. Construction also progressed on the Broadview & Danforth Child Care Centre, positioning Network for continued expansion in 2026.

Within school-based programming, the launch of a new Before and After School program at St. Aidan in September further strengthened partnerships with the education sector and supported families with consistent, high-quality care throughout the day.

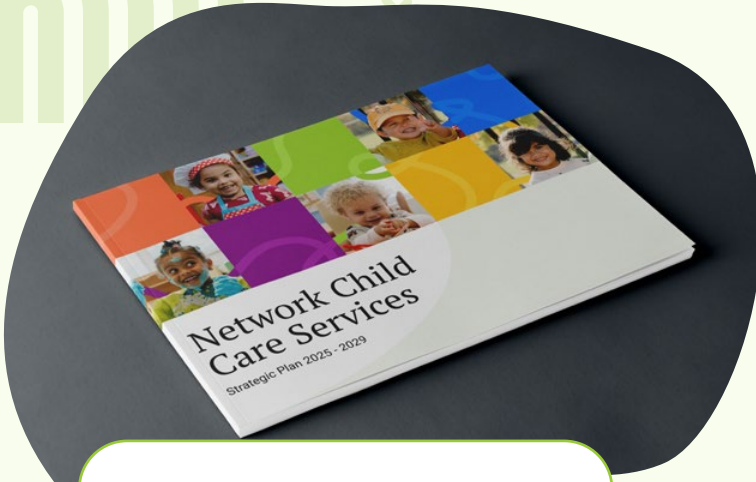
Strengthening Our Home Child Care Community

The Home Child Care program experienced significant growth in 2025, reinforcing its essential role within Network's service model. The organization successfully welcomed 52 home child care providers and three consultants from Twinkle Stars Private Home Daycare Services, expanding the program to more than 170 affiliated providers and increasing access to care across the city.

Community-building events, including the **summer Provider Picnics**, brought together affiliated providers and their families through shared experiences such as Indigenous dance workshops, arts and crafts, and outdoor activities, helping to strengthen relationships and foster a greater sense of connection across the network.

To support this continued growth and enhance operational capacity, renovations to the Home Child Care office added four new offices, creating additional space for staff collaboration and program expansion.





A Roadmap for the Future

A historic milestone in 2025 was the development and launch of Network's first **5-Year Strategic Plan**. Created in partnership with KPMG, the plan was informed through extensive engagement, including surveys and meetings with staff and affiliated home child care providers. Officially launched on April 9, 2025, it establishes five strategic priorities: Structure, Workforce, Partnerships, Technology, and Growth. Providing a clear and actionable framework for the years ahead.

The plan reflects a shared commitment to strengthening internal systems, supporting the workforce, enhancing collaboration, leveraging technology, and guiding sustainable expansion.

2025 Highlights (continued)



Enriching Children's Learning Experiences

Network introduced the **Nature Connections Project** across select centres, including St. Aidan, Bendale, Just Kids, and Dane Avenue. Through the creation of Sensorium gardens and Pollinator Patches in the Spring/Summer of 2025, which featured native plant species, children engaged in meaningful, hands-on learning that supported physical, cognitive, and social-emotional development while deepening their connection to the natural world.

Music and movement programming continued to play an important role in daily experiences, encouraging expression and engagement. Across all centres, a strong focus on quality assurance ensured that programming remained consistent, safe, and aligned with best practices.

Network's commitment to excellence was reflected in its performance within the City of Toronto's Assessment for Quality Improvement (AQI), where scores consistently exceeded city averages across all age groups. This strong foundation in outdoor and experiential learning also positions Network well to support the City's evolving AQI priorities, including the expanded integration of outdoor spaces as meaningful extensions of the classroom.

Connecting with Educators

Network continued to foster a strong sense of community through opportunities for learning and connection. **Annual Symposiums** for staff and affiliated home child care providers were held in November at the Courtyard Marriott, offering professional development, keynote speakers, and opportunities for collaboration.



Governance and Organizational Strength

In 2025, Network continued to strengthen its governance framework through forward-looking leadership and planning. The **Board of Directors approved key initiatives including enhanced emergency preparedness planning, succession planning frameworks, and expanded board education**. The exploration of educational charity status also reflects a long-term vision to broaden the organization's impact and mission.

These efforts ensure that Network remains resilient, responsive, and well-positioned for future growth.



Investing in Innovation and Tools for Success

Throughout 2025, Network continued to invest in technology and digital tools that enhanced both educator experiences and family engagement. Fibre optic internet upgrades were completed across all child care centres, significantly improving connectivity and supporting more efficient day-to-day operations. The introduction of **Network email accounts** for permanent staff also increased consistency, communication, and accessibility across the organization.

Additional iPads were introduced across centres to support the use of Storypark, strengthening program documentation, communication with families, and learning experiences for children. Shared music servers were also installed to provide educators with streamlined access to educational content and resources across classrooms, helping to create more dynamic and connected learning environments.

Network's commitment to innovation extended to the Home Child Care program, where affiliated providers received tablets and printers to support a transition toward more seamless, paperless operations.

2025 Enrolment by the Numbers

Enrolment/Attendance Statistical Information

1,732
Average Children Enrolled Daily

20,517
Annual Child Enrolments

> "This daycare is by far one of the best daycares in the Keele Eglinton area. The educators are amazing and patient with the children and parents. I would 100% recommend this daycare to any parent."
>
> —Parent at Just Kids Early Years Learning & Child Care Centre

1,972
Operating Capacity

2,404
Licensed Spaces

88%
Operating Capacity Utilized

Annual Impact

20,517
Child enrolments supported in 2025 across ...

22
Child Care Centres and ...

170
Home Child Care Providers

Locations



Annunciation School Before & After Child Care Program
65 Avonwick Gate
Toronto ON M3A 2M8
647-289-8728
For kindergarten and school-age

Bendale Acres Early Years Learning & Child Care Centre
2920 Lawrence Ave East
Scarborough ON M1P 2T8
416-530-0722 ext. 4108
For infants, toddlers and pre-schoolers

Child's Nest 121 Early Years Learning & Child Care Centre
121 Cosburn Avenue
Toronto ON M4J 2L1
416-530-0722 ext. 4070
For infants and toddlers

Child's Nest 123 Early Years Learning & Child Care Centre
123 Cosburn Avenue
Toronto ON M4J 2L1
416-530-0722 ext. 4077
For toddlers and pre-schoolers

Children's Gallery Child Care Centre
292 Dundas St W
Toronto, ON M5T 1G2
416-530-0722 ext. 4129

Dane Avenue Early Years Learning & Child Care Centre
120 Via Bagnato
Toronto ON M6A 2S1
416-530-0722 ext. 4044
For infants to pre-schoolers

Group Early Years Learning & Child Care Centre
756 Ossington Avenue
Toronto ON, M6G 3T9
416-530-0722 ext. 4028
For toddlers and pre-schoolers

Holy Cross Catholic Elementary School Before & After Child Care Program
299A Donlands Avenue
Toronto ON M4J 3R7
416-530-0722 ext. 4078
For kindergarten and school-age

Jubilee Early Years Learning & Child Care Centre
55 Emmett Avenue
Toronto ON M6M 2E4
416-530-0722 ext. 4019
For infants, toddlers and preschoolers

Just Kids Early Years Learning & Child Care Centre
1695 Keele Street
Toronto ON M6M 3W7
416-530-0722 ext. 4037
For infants, toddlers and preschoolers

Metamorphosis Early Years Learning & Child Care Centre
40 Donlands Avenue
Toronto ON M4J 3N6
416-530-0722 ext. 4087
For toddlers and pre-schoolers

Lansing Early Years Learning & Child Care Centre
49 Bogert Avenue
Toronto ON M2N 1K4
416-530-0722 ext. 4059
For infants to pre-schoolers

Liberty Village Child Care Centre
21 Western Battery Road
Toronto ON M6K 3N9
416-530-0722 ext: 4211

Satellite Early Years Learning & Child Care Centre
720 Ossington Avenue
Toronto ON M6G 3T7
416-530-0722 ext. 4032
For toddlers and pre-schoolers

St. Agatha Catholic School Before and After Child Care Program
49 Cathedral Bluffs Drive
Toronto ON M1M 2T6
416-320-5807
For kindergarten and school-age

St. Aidan School Before & After School Program, Early Years Learning & Child Care Centre
3521 Finch Avenue East
Toronto ON M1W 2S2
416-530-0722 ext. 4092
For infants to pre-schoolers

St. Bartholomew Before & After School Program and Child Care Center
51 Heather Road
Scarborough ON M1S 2E2
437-268-0090 and
416-530-0722 ext. 4123
For 4 years to 12 years old

St. Gabriel Lalemant School Early Years Learning & Child Care Centre
160 Crow Trail
Toronto ON M1B 1Y3
416-530-0722 ext. 4056
For toddlers and pre-schoolers

St. Maria Goretti School Before & After Child Care Program
21 Kenmark Boulevard
Toronto ON M1K 3N8
416-206-8374
For kindergarten and school-age

St. Nicholas Early Years Learning & Child Care Centre
1020 McNicoll Avenue
Toronto ON M1W 2J6
416-530-0722 ext.4095
For infants, toddlers and preschoolers

St. Victor School Before & After Child Care Program
20 Bernadine Street
Toronto ON M1P 4M2
647-289-7259
For kindergarten and school-age

Wade Avenue Early Years Learning & Child Care Centre
544 Lansdowne Avenue
Toronto ON M6H 3Y5
416-530-0722 ext. 4052
For toddlers and pre-schoolers

> *"One of the best Daycares in Toronto!"*
>
> **—Parent at Lansing Early Years Learning & Child Care Centre**

Update from our Pedagogy Specialist, Susan Menchinton





Network Garden Pilot

In 2025, Network started a pilot project to expand dedicated garden space in Network's child care centres by placing five-foot raised beds in three locations (St. Aidan, Just Kids, Bendale) and by revamping large raised bed platforms at Dane Avenue. Several planting schemes were used to explore growing conditions and stewardship of natural areas, including Sensoriums where plants were chosen for their appeal to the senses, Pollinator Patches with a variety of plants to attract and feed bees and other beneficial insects, and Food Forest layouts to maximize the variety of crops and edible plants that can be grown in small spaces. Over the course of the growing season Educators delivered programming that fostered a connection with nature, exploring ecology, math and science skills, encouraging healthy eating habits, stimulating the senses, while promoting the development of self regulation and stress relief. This successful pilot will be expanded in 2026 to more centre locations.

Vertical Communities Pedagogy

In conjunction with the City of Toronto's model for creating child care spaces by partnering with developers to build centres within high density residential locations, Network has had the opportunity to open our Liberty Village site in 2025, with Children's Gallery coming in 2026. The agency felt that there were additional needs to be met for children who live in urbanized settings and a review of appropriate strategies for connecting with children and families being served by these locations was begun. The Vertical Communities Advisory was started in late 2025 to examine best practices and make recommendations for ways in which program delivery can be modified. Four pillars for the revised pedagogy were established: fostering resilience and capacity building in urban settings; honouring the Land through nature stewardship and involving indigenous perspectives; pursuing health and well-being through our Active Life model; and partnering with communities directly to address local needs. As the work of this Advisory continues, Network will align with the precepts of Child Friendly TO and the Toronto Strong Neighbourhood Strategy to develop a vertical communities model that can be used in current and future sites that share this profile.





Expansion of Home Child Care: New Intake and Waitlist Procedures

Network's Home Child Care department underwent a large expansion in 2025 by bringing on new affiliated Providers and by absorbing ones from Twinkle Stars Agency. The revised department now has eleven caseloads and Quality Assurance Consultants, with supervision of 168 Providers and home child care premises. At the same time, the agency was feeling the strain of increased parental inquiries for care due to the expansion of lower Canada Wide Early Learning and Child Care (CWELCC) guaranteed rates. An Intake Coordinator was hired for the department in October 2025 and work was begun on modernising how Home Child Care intake information was received and processed to best link parent needs with Provider vacancies. By centralising this process through one intake process and leveraging online mapping and digital waitlist tools, Home Child Care has been able to bring the workload in line with needs and increase the speed at which prospective clients are handled and vacancies filled.

Human Resources



In 2025, Network's Human Resources (HR) Department expanded and continued to play a role in implementing Network's strategic plan by supporting employees, strengthening workplace culture, and aligning practices with organizational priorities. The year's initiatives focused on adaptability, connection, employee well-being, professional growth and development, inclusive leadership, compliance, and long term workforce sustainability.

As employee expectations continued to evolve, HR emphasized meaningful work, personal and professional growth, supportive leadership, recognition, constructive feedback, and autonomy. These priorities were intended to support recruitment, retention, employee engagement, and the overall health of the workplace culture.

Strengthening Workplace Culture and Employee Engagement

HR continued to champion a healthy workplace culture as a competitive advantage. Recognizing that when employees feel supported, productive in their roles, and valued for their contributions, they are more likely to take initiative, collaborate effectively, adapt to change, and contribute meaningfully to the goals of their team and the organization.

HR continued to support managers and supervisors in creating team environments built on trust, respect, accountability, and psychological safety. Key initiatives included strengthening communication between employees and leadership, gathering employee feedback, supporting recognition practices, encouraging a culture where employees feel safe to ask questions, share concerns, and participate in change. Through coaching, policy guidance, and practical support, HR acted as a bridge between employees and management. This included listening to employee concerns, identifying emerging workplace needs, and helping supervisors and managers respond consistently, professionally, and compassionately.

Advancing Employee Well-Being and Mental Health Supports

Mental health and employee well-being remained at the forefront of HR by continuing to support wellness programs, feasible and flexible work practices, and access to mental health resources, including Employee Assistance Program supports.

Network continued its partnership with the Public Services Health and Safety Association and WSIB's Health and Safety Excellence Program to enhance workplace health and safety practices. HR's efforts focused on building a culture of accountability and support through open communication, proactive manager guidance, and practical resources that help employees and leaders respond to stress related concerns.



Human Resources (continued)



Enhancing Recruitment, Retention, and Total Rewards Education

HR strengthened recruitment and retention efforts by promoting inclusive leadership practices and providing education and engagement opportunities related to compensation, the Employee extended health benefits plan, and the Registered Pension Plan through information sessions, workshops, and one on one support.

The development of recognition criteria and program, as a strategic plan priority, to acknowledge contributions and service milestones helped reinforce appreciation, celebrate employee commitment, and support a culture where contributions are visible and valued.

Maintaining Compliance and Policy Requirements

Throughout 2025, HR monitored changes in employment standards and regulatory compliance, health and safety requirements, immigration obligations, and other regulatory developments affecting workplace practices. This involved timely updates to policies, compensation practices, safety protocols, recruitment processes, and record keeping requirements.

HR priorities for 2026 will continue to align with Network's long term strategic goals. The focus will include elevating innovation, accountability, strengthening leadership capability, expanding wellness and mental health supports, inclusivity, and continuing policy and compliance monitoring. These supports and strategic initiatives will help Network continue to thrive, continue growth in an evolving environment, while supporting employees in doing meaningful and impactful work.

"Child's Nest provides an exceptional level of care, love, and attention. The staff are consistently warm, patient, and highly attentive, creating a nurturing environment where children feel safe, happy, and supported every day. Amanda and her team go above and beyond in everything they do."

—Parent at Child's Nest 121 Early Years Learning & Child Care Centre

"*Just Kids is a wonderful daycare! They have very kind staff who take great care of the kids. I found them very supportive and the staff provided much desired information about how my child was doing day to day when we first transitioned to daycare. They have a lot of space, both indoor and outdoor, for the kids to explore and play. I feel very fortunate that my child got a place at Just Kids!*"

—Parent at Just Kids Early Years Learning & Child Care Centre

2026 Initiatives

As Network looks ahead to 2026, the organization remains focused on growth, innovation, and strengthening the quality of care and experiences offered to children, families, educators, and providers across the community.









Opening of New Centres and B&A's

A major milestone for the coming year will be the opening of two new child care centres, Children's Gallery and St. Peter, along with the launch of three additional **Before and After School programs**. These expansions will help increase access to high-quality child care and create new opportunities for children to learn, explore, and thrive.

Celebrating our 35th Anniversary

In 2026, Network will also proudly celebrate its **35th anniversary**, recognizing more than three decades of service, community impact, and commitment to children and families. This milestone will provide an opportunity to reflect on the organization's history while looking ahead to the future with purpose and optimism.

Focus on Strategic Plan

Building on the momentum of Network's first Strategic Plan, the organization will continue advancing and achieving key strategic priorities focused on quality, growth, innovation, and organizational sustainability.

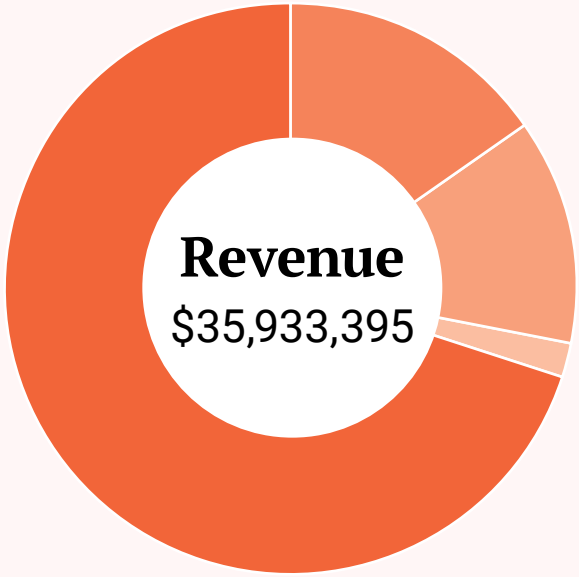
Website Rebrand Continued

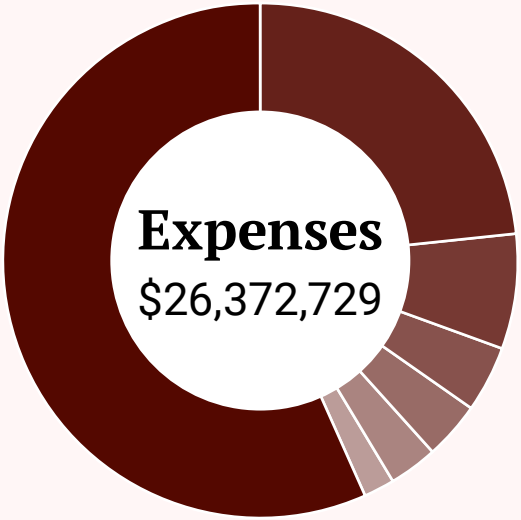
Network will also complete an exciting organizational rebrand and **website redesign** to better reflect its mission and meet the evolving needs of the families and communities it serves. The refreshed brand identity, including an updated logo and modern, user-friendly website, will enhance accessibility, strengthen communication, and create a more seamless and engaging online experience for families, staff, and community partners.

Home Child Care Digital Tools Training

Network will also continue modernizing its Home Child Care program by expanding digital tools and supports for affiliated providers. Following the **distribution of tablets**, additional training and resources will further support providers in transitioning to more seamless and efficient paperless practices.

Financial Highlights





Year ending December 31, 2025

Revenue

Grant Revenue	70.1%	$25,203,160
Subsidized Child Care Fees	15.2%	5,454,553
Child Care Fees	12.8%	4,614,455
Other Revenue	1.8%	661,227
Total Revenue		**$35,933,395**

Expenses

Salaries & Benefits	56.8%	$18,380,754
Provider & Contractor Fees	23.4%	7,570,517
Occupancy Costs	7.2%	2,340,741
Food	4.1%	1,311,090
Program	3.5%	1,145,262
Office and Administrative	3.2%	1,039,336
Amortization	1.8%	574,717
Total Expenses		**$32,362,417**

Excess of Revenue Over Expenses for the Year	**$1,381,371**

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

"Our 4-year-old son had such a wonderful experience here. In Toronto's truly multicultural environment, he made friends, enjoyed crafts, sang songs, danced, and even drew a little love letter for his teacher — his first crush! He genuinely loved being part of a new community outside of home."

—Parent at Wade Avenue Child Care Centre

Staff Members

Nasra Abdi
Bina Adhikary
Humaira Ahmadi
Haali Ahmed
Sanya Ahuja
Jasmine Aitken
Zewditu Akele
Mosa Nazma Akter
Nahida Akter
Syeda Akther
Heyam Al Tarsha
Anushai Alam
Maria Alberga
Chrivel Alexander-Bowen
Lorni Alfaras
Cheridainne Almazan
Isabel Alvarez
Roshne Anthonipillai
Daisy Arenasa
Roshini Arithas
Arineh Armenakpour
Aurea Arredondo
Sangita Aryal
Shahairazaad Bacchus
Maria Habibah Baculio
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
Christiana Bawuah
Taslima Begum
Erane Begum
Celeste Benjamin
Shweta Bhattarai
Yongzhu Bi
Amelia Biswas
Alphine Bondoc
Sandy Botelho
Paulette Brown
Nardia Buchanan
Eloisa Mary Julynn Buenaflor
Divina Cabading
Rubina Caldez
Jessica Calouro
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Jennifer Carter
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Maria Castaneda
Charlyn Marie Cerdan
Shreya Chalise
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Yuk-Ying Chan
Chin Yao Chang
Keturah Charles-Rogers
Carla Maria Chavarria
Kangzhen Chen
Yan Lan Chen
Bipna Chhetri
Rashayna Chisholm
Stephanie Chin Yu Chung
Cynthia Clarke
Nelia Cordeiro
Virginia Cuadro
Celine Cummings
Reetu Daddar
Barbara De Cicco
Anabela De Melo
Joann De Pano
Merly De Vera
Keisha Delaney
Loretta Delos Angeles
Edna Dioneda
Melany Dogino
Shradha Dotel
Kelli-Ann Duggan
Anita Dukharan
Gregory Duma's
Thelma Dumaquion
Alloris Oneka Dyer
Petall Edwards
Wendy Julieth Elejalde Murillo
Selamawit Estifanos
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NNenna Ezeadebor
Juecong Fang
Lucky Fardusey
Azita Farsi
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Mei Xia Feng
Anecia Ferguson
Fay Fernandes
Arlene Flores
Danielle Frank
Diane Frias
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Megan Mae Gallant-Samanica
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Jessa Gonzales
Erin Goundry
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Juvelyn Grospe
Italia Lisa Guarini
Konul Haameli
Teri Harley
Brianca Henry-Witter
Aiko Honda
Fei Fei Huang
Li Xiu Huang
Fardoshi Islam
Antoinnia Briana James
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Nastaran Jami
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Anushi Jay
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Aleena Jose
Dimitra Kampyli
Naixin Kang
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Manpreet Kaur
Gurveer Kaur
Ridhampreet Kaur
Avinash Kaur
Prabhdeep Kaur
Anupreet Kaur
Arshdeep Kaur
Pawandeep Kaur
Smirtee KC
Shanice Keane
Sakineh Khalilinejad
Kamrun Khan
Ara Rowson Khanam
Laya Khatamian
Selamawit Kidane
Panayiota Kintis
Fatemeh Kouhestanifarouji
Yee Yan Yammie Lai
Lai Ching Lam
Shanti Lama
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Eunjin Lee
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Maribel Leon
Jacqueline Levy
Xue Lian Li
Cuiyi Li
Lindita Lika
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Wan Chi Liu
Stephanie Llavanes
Irma Joan Lopez-Laggui
Leanne Lowes
Yaqiong Lu
Maria Lychnaki
Effie Jane Maclean
Mary Ann Madriaga-Bartolo
Athenna Magno
Min Yu Mai
Christina Michelle Malakovski
Amor Mangubat
Reem Mansour
Luciana Marino
Salette Marques
Monica Martins
Samantha McCormack
Sarah Melo
Michelle Mendoza
Arta Mici
Marzieh Miri
Taeko Mizukami
Hong Mei Mo
Christina Modopoulos
Aneesah Mohamed
Monika Monika
Arminda Joyce Mora
Erika Maria Moreira De Souza
Danielle Morra
Chantal Morris
Mohana Mylvaganam
Rovin Nassanga
Manveer Kaur Nehal
Phuong Nghi Nguyen
Esther Ibe Oguze
Rosaria Orellana
Angela Oropeza Diaz
Gloria Milena Ortegon
Jane Otero
Patricia Pacheco
Sally Medeiros Pacheco
Inthuja Packiarajah
Nicole Pagonis
Dianne Palhinha
Amisha Pandey
Nick Pappas
Sidra Parvez
Riddhiben Patel
Deomattie Persaud
Tien Pham
Nisha Pitroda
Kahseendah Pompey
Rehana Akter Popy
Seyedehsaba Pouya
Diana Powell
Julie Poya-Lama
Leonora Prado
Sayida Binish Qadir
Jennielyn Quilang
Sonia Rahman
Syeda Rahman
Mithula Rajagopal
Lucerito Ramirez Castillo
Kayla Raposo
Beauty Ratna
Raveena Ravinthiran
Wilma Regala
Raven Olivia Reid
Hedda Reyes
Monica Richardson
Pina Rinella-Papp
Amber Ritchie
Sekela Rogers
Precious Bels Rumbaua
Mahanthasiri Basappa Sajjanar
Francesca Santoro
Nadine Anne Santos
Kriti Sapkota
Shirley Sawyers
Christelle Sayers-Jackson
Aiza Secretaria
Hahyun Seo
Yanje Sherpa
Agata Siczek
Marlene Silva - Armas
Sonia Laurell Simon
Aurelia Simon
Sandhya Singh
Suganya Sithiravadivel
Kerian Smith
Margaret Smith
Lilia Isabela Solis Lozano
Curissa Sookdial
Reign Marie Soriano
Melanie Soriano
Tomislava Stanisic
Vanessa Sterling
Nadia Stirpe-Georgiou
Ai Hua Su
Shuyuan Sun
Melanie Jill Tan
Alyssa Tanaka
Jordane Tangalin
Sylvia Taylor
Vasiliki Theocharopoulou
Smriti Timilsina
Glen Rose Toledo
Jianliang Tong
Sangyal Tsogyal
Pamela Tugade
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Nanette Villarba
Alexandra Vivona
Spiridon Volonakis
Effie Vrazalis
Anna Leissa Walcott
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Lei Wan
Chong Wen Wang
Chenyu Wang
Elma Wedderburn
Laura Wice
Hiu Laam Wong
Qing Feng Wu
Fang Xiao
Jianling Xie
Lijuan Xue
Fen Yao
Ashee Yaser
Jianyi Ye
Tenzin Yingsel
Hyun Kyung Yoon
Arlene Youngsam
Ishrat Zahan
Anila Zemblaku
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
Shamso Abdi
Ambiya Abdullahi Abdi
Khamar Abdinoor
Faiza Abdulkadir
Safia Abdullahi
Saynab Abdullahi
Hamdi Adam
Nessa (Kelly) Agdomar
Fozia Ahmed
Hindo Ahmed
Ijabo Ahmed
Lul Ismael Ahmed
Sahro Ahmed
Anisah Al Qadasi
Fatuma Ali
Halimo Ali
Hawa Ali
Istaahil Ali
Kadija Ali
Nazli Ali
Tahani Ali
Safiya Badat
Samim Badat
Ruun Barre
Nimo Nuh Bile
Shaneeza (Yvonne) Buchana
Lul Mohammed Bulle
Delmy Canas
Mirna Cardenas
Julia Chavez
Nora Contreras
Maria Cornejo
Zahro Daqane
Mariam Darman
Bridget Davidson
Carmen De Melo
Maria DeFreitas
Amina Degel
Seylon Dirie
Teresa Domingos
Maria Dominguez
Asha Dualeh
Jamila Eed
Fadumo Hussein Elmi
Suad Elmi
Muna Essa
Senait Estifanos Jebib
Rita Evans Sealy
Abshira Ahmed Farah
Halima Farah
Hawa Farah
Zahra Farah
Ikran Gedi
Maryan Geedi
Selam Ghebrenegus
Emilda Gonzalez
Habiba Gudle
Yordanos Habte
Shukri Haji
Seerojini Harril
Maryam Hassan
Deka Hussein
Marian Hussein
Samira Ibrahim
Ubax Aden Isak
Shamim Ara Islam
Mulhat Issa
Deqa Isse
Fatuma Isse
Kaltom Ahmed Isse
Fiona Jackson
Safa Jama
Guillermina Jara
Sathyananthy (Jeeva) Jeevakanathan
Asha Jibril
Nefiso Kali
Ranee Kanagaratnam
Jacqueline Keane
Christiana Kerr
Kawser Khan
Yeasmin Ara Khanam
Sabela Kidane
Carol Magly Limas
Fericka Logan
Amina Mahamud
Maritza Martinez
Nigist Mehare
Saron Mengstu
Malyoun Dahir Meraneh
Ruta Mesfin
Helan Miah
Dunia Farah Mohamed
Farhia Mohamed
Farhia Husien Mohamed
Fartun Mohamed
Fatima Mohamed
Fowsia Mohamed
Hamso Mohamed
Nadifa Mohamed
Sagal Mohamed
Fartun Mohamud
Safia Mohamud
Shukri Mohamud
Sofia Mohamud
Ayan Muse
Fatuma Mussa
Saado Muumin
Shamima Nasrin
Faduma Nur
Fowsiyo Nuur
Kin Nur
Fowsiyo Nuur
Rahel Okbay
Leticia Olmedo
Fardowsa Omar
Fatima Omar
Hindia Omar
Hodan Omar
Lula Osman Omar Ege
Ayan Osman
Sadia Osman
Maria Pacheco
Maria Paiz
Sharifa Panchbhaya
Rowena Parbu
Cristina Pardo
Saajida Khatun Pathan
Maria Penacho
Lilowatie (Leila) Persaud
Pearl Quash
Hawa Saeed
Hawa Sahal
Hayad Said
Zahra Salad
Hodan Samatar
Helen Samuel
Ramona Sanchez
Olga Santizo
Faaisa Seed
Aasiyah Shaikh
Muna Sheikh
Maryam Shire
Aisha Siddiqa
Humera Siddiqi
Lynn Stinchcombe
Aden Suddis
Colleen Sutton
Rehana Tarajiya
Kisanet Tesfahuney
Ruta Tesfamariam
Luna Tewelde
Angelina Valdez
Beatriz Valencia
Yolanda Valencia
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Alice Warren
Shuckri Warsama
Fadumo Warsame
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Management Team

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Community Partners and Funding Agencies

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
Quality Early Learning Network (QELN)
Storypark



NETWORK
CHILD CARE SERVICES
FOUNDED IN 1991

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