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www.childcarealgoma.ca

2022 Annual Report

Annual General Meeting

June 12, 2023



"We Care for What Really Matters"

"Providing Quality Child Care throughout the Generations"



1996 - Daniel DeLuco
Dacey Road Child Care



2018
Daniel, Morgan and Daughter Sophia
Dacey Road Infant Program



Sophia - 2022
Holy Cross
Extended Day Program

Celebrating
40
years
1982 • 2022

Child Care Algoma

A Non-Profit Incorporated Corporation Since 1982

Mission Statement

Child Care Algoma is a non-profit agency dedicated to being a leader in providing quality programs which support healthy early childhood development.

Vision Statement

It is our vision to play a critical role in strengthening the foundation for learning, behaviour and health of children for future success. Through environments that foster active learning, autonomy and a sense of responsibility, security and belonging, *Child Care Algoma* will provide children with opportunities that support social competence, cognitive development, language development, physical health and well-being, communication and general knowledge. Through education and resources we will provide parents and caregivers of young children the necessary skills to promote positive parent/child relationships within the family and the community.

Values

- We believe that families and children are the focus of all our programs.
- We believe in inclusion for all children, families and staff and appreciate their diverse cultural uniqueness's.
- We believe that research is an integral part of the planning of programs and the implementation cycle.
- We believe in quality care and education designed to meet the needs of children and families.
- We believe in accessible and affordable child care programs.
- We believe in a safe and friendly environment for children, parents, staff and visitors.
- We believe in an atmosphere of harmony, trust, friendship and warmth that encourages children to learn as individuals.
- We believe in support and guidance for those who are caring for young children.
- We believe in opportunity for professional development and to recognize staff accomplishments.
- We believe in effective lines of communication.
- We believe in an enthusiastic approach to the role each individual plays as a member of our team.
- We believe in the development and implementation of program/service enhancement to meet the growing needs within the Algoma District.
- We believe in programs, services, resources and funding to meet the needs of our community and industry.



Child Care Algoma regards children as the heart of our Agency and we remain dedicated to providing them with a place to develop their potential through freedom to explore and engage in the world around them.

Message from the Board of Directors



Laura McConnell
Board Chair

As Chair of the Board of Directors of Child Care Algoma, thank you for making 2022 another wonderful year. Although 2022 brought many challenges and changes, our commitment to providing quality child care services remains steadfast. This year marks the 40th anniversary of the creation of our organization, making it an important milestone and time for reflection on all of our success and hard work.

We continue to face many challenges, including those related to Covid health and safety, along with the closure of some Before and After School programs due to staff shortages. The Board takes these matters, and all parent concerns, very seriously, and we have sent advocacy letters to our MP and MPP's offices. We will continue to advocate for and do our best to provide quality child care services and support for all our wonderful staff.

The introduction of the Canada Wide Early Learning Child Care (CWELCC) system by the federal government, and its adoption by our agency, promises to address several challenges, including staff shortages and affordability, by moving towards \$10 per day child care access for all parents. We are pleased to have opted in to the CWELCC system, along with all of our home-care providers. We are excited and look forward to implementing the CWELCC system over the next several years.

Our Board recruitment efforts have succeeded in maintaining a full complement of 8 Board members, all dedicating to supporting staff, parents, children and the future of our organization. Our Board is committed to supporting our agency's mission, vision and strategic goals moving forward.

On behalf of our Board of Directors, I would like to express our sincere gratitude to all of the staff of Child Care Algoma for their unwavering dedication, professionalism and commitment to the children and the families we serve as well as to the families who have chosen Child Care Algoma as their trusted child care provider. We are very pleased to offer this year's AGM in person, after several years of virtual meetings, and look forward to seeing everyone come together for this special event.

Sincerely,

Laura McConnell



Board of Directors

Chair.....Laura McConnell
Vice Chair.....Jennifer Rizzo
Treasurer.....Marina Tombari
Secretary.....Miranda Ableson
Member.....Claudine McDermott
Member.....Sonia Miller
Member.....Madison Zuppa
Member.....Amy MacFarlane

Executive Director's Message



Anne DeLuco
Executive Director

Welcome to Child Care Algoma's celebratory 40th year in providing licensed child care and early years services to families with young children in Sault Ste. Marie and the Algoma District.

On August 13th, 1982 Child Care Algoma, formerly known as "Sault Ste. Marie Day Care Services Co-operative Inc." received a Certificate of Incorporation under The Co-operative Corporations Act. Forty years ago launched the beginning of what today has become a large multi-service Agency which provides dedicated, licensed and exceptional care and early years services to hundreds of children and families throughout Sault Ste. Marie and the District of Algoma.

Having reached this significant milestone, we have an opportunity to reflect on our past, celebrate our achievements and contemplate how our Agency can continue to meet the growing needs of our communities in the days to come. This report will highlight some of the more significant developments of 2022.

As we may recall the previous year was a time of overcoming barriers through the pandemic, while 2022 was focused on pandemic recovery, resilience and building forward momentum. On March 9th, 2022 the Ministry of Education, Early Years and Child Care Division released information that the Province was returning child care programs to a more normal learning environment, while still maintaining protective measures, such as rapid antigen tests, ventilation improvements, screening and continued access to personal protective equipment. The most applauded modification occurred on March 21st, 2022 when masking and staff personal protective equipment was no longer required. We were equally content when cohorting and physical distancing was lifted. Although pleased with these amendments we were most gratified when we were able to welcome parents back into our buildings and programs. I will always be appreciative of our staff, families and Home Child Care Provider's for their relentless efforts, cooperation and stamina during those very challenging times. We continue to prioritize health and safety measures within all our programs.

We recognized that the global pandemic ignited fatigue with many employees; however, despite their weariness children continued to thrive while educators continued to set the foundation for lifelong learning for each and every child. Staff also found the energy to heighten comradery amongst one another by conducting program challenges. They planned fun theme days with a focus on helping others in need. In February 2022 the Dacey Road team initiated the first challenge with plaid shirt day and collected non-perishable items for St. Vincent's Place. They challenged R.M. Moore and that team consequently scheduled "Tacky Tourist Tuesday" and raised \$545. for the Twinkie Foundation. I am pleased to share that the challenges continued throughout the year and that every Child Care Algoma program participated in raising funds and donations for other organizations, such as, the local food bank, Elementary Breakfast Club, Relay for Life, Infant Development Program and the Soup Kitchen. Thank you to all program teams for your ambitious efforts while supporting these worthy causes.

The pandemic emphasis finally began to ease while our attention became more prevalent with the announcement received on March 28th, 2022 when Ontario signed a historic deal with the federal government. Ontario's action plan under the Canada-Wide Early Learning and Child Care (CWELCC) Agreement outlines key principles and priorities that will lower fees for parents and provide more accessible and high quality child care for families.

In late August Child Care Algoma submitted applications to our respective service system managers to acknowledge our interest in opting into the CWELCC system. In the Fall of 2022, we received notification to confirm approval that our centre based operations met the enrollment qualifications; followed by the approval for Home Child Care a few weeks later. Retroactive fee rebates for eligible children were processed on October 1st, 2022. Fees were reduced again December 31st, 2022, with an additional reduction, to an average of \$10/day that is planned for the end of the fiscal year 2025 – 2026.

Also, in 2022 the workforce crisis continued to be at the forefront. The pandemic exacerbated this longstanding quandary and despite our persistent efforts to recruit Registered Early Childhood Educators; as well as retain our current staff, our attempts fell short. Unfortunately, effective December 16th, 2022 we had to make the difficult decision to close our Queen Elizabeth and East View Extended Day Programs. In our efforts to alleviate any further disruptions to our services we continue to advocate on behalf of Child Care Algoma and the child care sector. We also encouraged parents to reach out to influential political leaders to share their potential concerns. Early Childhood Educators need to be recognized for the essential work they do!

Despite the challenges brought on by the shortage of educators, I must convey my extreme gratitude to the Site Supervisors and Program Coordinators. Daily, they work tirelessly to establish strategies to ensure all programs meet the child/staff ratio. On many occasions they balanced a gamut of different roles to ensure required standards were achieved. Their creative minds and ability to work collaboratively to find solutions is noteworthy. I also need to acknowledge our entire workforce to include educators, EarlyON teams, Cooks, Maintenance and support staff, who have exerted tremendous professional aptitude to ensure our programs continued to be recognized as high quality learning environments. Administrative and finance staff also need to be commended for all the additional work caused by the implementation of CWELLC. In addition, a highly regarded mention to our 2022 Employees of the Year; Jennifer Bougie, Dacey Road Site Supervisor and Erin Hamilton, RECE, Queen Street Site. Thank you for your exemplary work ethics and unwavering dedication to the Agency and your vocation. In recognition of the Home Child Care Providers thank you for your continued determination and enthusiasm for the work you do and special congratulations to Denise Radford, Ederlina Tremblay and Olivia Boissoneau for their achievements this past year. A parent satisfaction survey was completed in the Spring of 2022 and the consensus was summed up by the following parent comment; “We are thoroughly satisfied and couldn’t ask for better quality... Thank you for being such a huge part in my child’s life – your job is so important”.

There is perhaps no greater responsibility or reward than the relationships we develop with the children in our care. It is for this reason I thank the parents for the privilege and opportunity to spend our days in the company of their children. We must also celebrate the children for providing us with perpetual enjoyment. As an organization we recognize the importance of reflection, learning and growing to continuously improve our partnerships, strengthen our connections and achieve the best outcomes for the children and families.

In Appreciation, as always, I would like to express my gratitude for the commitment and talents of our professional Board of Directors. You are each a passionate representative that brings expertise, engagement and thoughtful intuition to the table. On both a professional and personal level I am grateful for the time and dedication that you offer to Child Care Algoma’s purpose. A very special thank you to Jennifer Rizzo who will be leaving our Board this year after serving a ten-year term.

I also extend thankfulness to our partners to include the District Sault Ste. Marie Social Service Administration Board, the Algoma District Social Services Administration Board and the Ministry of Education, and to others for joining us for yet another distinctive year.

In closing, I must emphasize the Management team to include Neill Malcolm, Talia Bruno, Suzanne Manson, Diana Taranto, Jennifer Parrella and Kelly Rowlinson. Child Care Algoma is indebted to the work performed by these strong, attentive, competent and loyal ambassadors.

Thank you for your ongoing support!

As I sign off on my final report to the employees, families, children, caregivers and partners of this prestigious Agency, I extend my heartfelt gratitude for the opportunity to be a part of this well-regarded mission for the past 35 years of our 40 year celebratory milestone. I wish you success as you continue to write the amazing story of Child Care Algoma.

Respectfully Submitted,

Anne DeLuco



History

In **1982**, Sault Ste. Marie Day Care Services was incorporated as a Co-operative Corporation. The agency started from a small office on Queen Street with a private home day care office purchasing services from twenty five providers. The agency later opened a small Parent Resource Centre with a toy lending library.

In **1988** Sault Ste. Marie Day Care Services opened it's doors at 148 Dacey Road offering families a child care program, the private home day care office with additional providers and a parent/child resource centre with a toy lending library.

In **1991** we opened the Queen Street Child Care Program. This location also provided for administration support to Private Home Day Care (currently known as Home Child Care).

In **1993** Child Care Services were expanded to meet the needs of the community of Thessalon and surrounding areas.

In **1995** Sault Ste. Marie Day Care Services changed it's name to Child Care Algoma.

In **1997** Child Care Algoma assumed responsibility for the French language licensed Child Care and Family Resource Program; Le Carrousel des Amis.

In **1998** Child Care Algoma opened the Station Mall Family Resource Program.

In **1999** R.M. Moore Child Care program was opened in the R.M. Moore Public School.

In **2001** Child Care Algoma assumed responsibility for the Algoma Co-Operative Children's Services. This program includes the Canada Prenatal Nutrition Program and the Community Action Program for Children.

In **2003** we became the lead Agency for the Best Start Hubs. The official grand opening occurred June 24, 2003 at the Station Mall location. In addition, Satellite programs are located across the community.

In **2008** and in conjunction with the local Best Start Network, Child Care Algoma made a commitment to support the Best Start initiative and offer programming at Holy Angels School, Dacey Road, École Notre-Dame-Du-Sault and Prince Township.

In **2010** Child Care Algoma introduced infant programs at our Queen Street East and Dacey Road locations.

In **2012** we offered programming at the *new* Holy Cross School to include, a Best Start Hub, a Toddler, Preschool and a Before and After School program. This model follows the Province's vision of a seamless system for children from birth to school age.

A Before & After School Program also opened at F.H. Clergue French Immersion School.

In **2014** the Thessalon Child Care Program relocated to the Thessalon Public School.

In **2015** an infant program opened at 115 Shannon Road. We also expanded the preschool playground to include a large play space in a new natural setting.

In **2017** we opened a new Infant, Toddler, Preschool and Extended Day Program at the St. Basil School location.

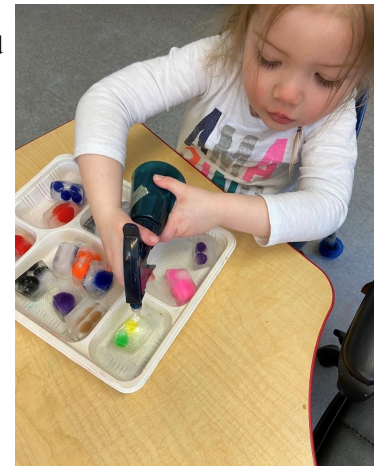
In **2018** we opened a new Extended Day Program at Grand View School. Dacey Road Child Care Program expanded to accommodate 3 additional infant spaces. Parkland Child Care Program also expanded to offer new infant spaces, additional toddler and preschool spaces. In May we celebrated the "Official Openings" of the following EarlyON Child and Family Centres; St. Basil School Site, Northern Heights School Site and River View School Site. Holy Cross School Site, Holy Angels and École Notre-Dame-Du-Sault School Site were included in the celebrations.

In **2019** we celebrated the official launch of the EarlyON Mobile Hub. The Mobile Hub is the first of its kind in Northern Ontario and this service will allow Child Care Algoma to provide further opportunities for children, parents and caregivers in our community while it also supports the Ministry of Education's vision for an integrated, cohesive system of services and supports.

In **2020**, we re-located from a single classroom at R. M. Moore School to our own newly constructed wing of the school. We expanded this program to include infant and toddler spaces. We also experienced a move within Echo Bay School. We increased spaces to include infant care in a newly renovated program.

In **2021**, we opened a new Infant, Toddler and Preschool program located within the former Rosedale School Site, as well as, a new Infant, Toddler, Preschool and Extended Day Program at the Central Algoma Elementary School. We also opened a new EarlyON Child and Family Centre located within the former Rosedale School.

We have grown to offer a wide range of licensed child care programs to include Infant, Toddler, Preschool and Extended Day Care, as well as EarlyON Child and Family Centres. We employ many staff and remain the largest child care service provider in the District of Algoma.



Parkland Child Care Program



East View Child Care Program

We offer a wide range of Licensed Child Care, Home Child Care and EarlyON Child and Family Centres for children and families in Sault Ste. Marie and the Algoma District



Dacey Road Toddler Program

Programs & Services

Licensed Child Care and Extended Day Programs

Location	Programs Offered
Dacey 148 Dacey Road, SSM	Infant, Toddler, Preschool & Extended Day
1600 Queen Street, SSM	Toddler & Preschool
115 Shannon Road, SSM	Infant
East View School, 75 Arizona Avenue, SSM	Preschool
Parkland School, 54 Amber Street, SSM	Infant, Toddler, Preschool & Extended Day
Holy Cross School, 16 Texas Avenue, SSM	Toddler, Preschool & Extended Day
École Notre Dame du Sault, 600 North Street, SSM	Toddler, Preschool & Extended Day
R.M. Moore School, 1272 Base Line, SSM	Infant, Toddler, Preschool & Extended Day
Rosedale, 90 Chapple Avenue, SSM	Infant, Toddler & Preschool
St. Basil School, 250 St. Georges Avenue, SSM	Infant, Toddler, Preschool & Extended Day
Thessalon School, 260 Federation Street, Thessalon	Infant, Toddler, Preschool & Extended Day
Echo Bay School, 290 Church Street, Echo Bay	Infant, Toddler, Preschool & Extended Day
Central Algoma, 32 Kensington Road, Desbarats	Infant, Toddler, Preschool & Extended Day
Pinewood School, 3924 Queen Street East, SSM	Extended Day
F.H. Clergue School, 80 Weldon Avenue, SSM	Extended Day
Grandview School, 161 Denwood Drive, SSM	Extended Day

Licensed Home Child Care

Main Office: 148 Dacey Road, SSM Home Child Care; Various Location in SSM	Infant, Toddler, Preschool & Extended Day
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EarlyON Child and Family Centres

Holy Angels School, 102-A Wellington St. E, SSM	Drop In and Parenting Programs
Holy Cross School, 16 Texas Avenue, SSM	
St Basil School, 250 St Georges Avenue, SSM	
Rosedale, 90 Chapple Avenue. SSM	
SSM and Algoma District: Outreach & SSM Mobile Services -Various Locations	

Visit www.childcarealgoma.ca for a more descriptive review of our Programs and Services

Administration Offices ~ 148 Dacey Road, SSM, ON P6A 5J7
Phone ~ 705-945-8898

Child Care Programs



Holy Cross Child Care Program

Our programs provide environments and experiences to engage children in active, creative and meaningful play.



St. Basil Child Care Program



Rosedale Infant Program

Toddler Programs

Our caring Registered Early Childhood Educators develop meaningful relationships with our families. Toddlers need regular routines that encourage safe exploration and play. Our child care programs provide a nurturing environment that supports a child's social, emotional, physical, creative



Queen Street Toddler Program

Preschool Programs

Child Care Algoma's preschool programs provide caring environments that enhance all levels of a child's development. Our knowledgeable educators plan curriculum that supports early learning practice which is based on the belief that all children are individual and unique learners. We offer experiences to engage children in active, creative, and meaningful exploration, play and inquiry. Each of our Child Care Programs offer similar services, however have unique characteristics reflective of the location and the dynamics of the families they serve.

Extended Day Programs

These programs for children aged 4 to 12 years foster individual and group collaboration. The children develop and learn in a fun environment that provides a wide variety of age appropriate activities. Extended day programs provide families with peace of mind that their children are in a safe and secure program before and after the school day.



F.H. Clergue Extended Day Program

Licensed Home Child Care

Home Child Care Supervisor Report

Our Licensed Home Child Care Program offers stimulating and caring home atmospheres with nurturing Providers. The mixed age groups closely mirrors family life, helping a child learn to interact with children of different ages while promoting communication, social, emotional, physical, and intellectual development. Our home based child care is the preferred option of many families, as it offers a great deal of flexibility in their child care arrangements, and provides a diverse and nurturing family setting. Quality in home-based care is achieved through licensing standards, fair remuneration, training, education and social support. We also encourage and promote research in the home child care field. We are excited about the future, as we have begun to implement the Canada-wide Child Care plan, our hope is to continue to build relationships with others, including those less connected with the child care sector and to build a cohesive community approach. Onwards to 2023 – the future looks bright!

2022 Home Child Care Awards

Provider of the Year - Denise Radford

Best Environment - Ederlina Tremblay

Best Curriculum - Olivia Boissoneau

Provider Highlight ~ Jessica Mills

Jess has been a part of our family for 8 years now and we couldn't have asked for a better care provider. Her kind heart and love for children was evident from the moment we met her.

She always has something fun planned whether it be crafts, baking, trips to Hub, park, or library, dancing in the living room or simply playing in the backyard. The boys always have smiles on their faces when they talk about the days spent in her care.

As a mom, it is so relieving to know your children will be happy, given healthy, delicious homemade food and in a home with endless love and hugs.

Jess has taught them so much over the years. Her knowledge of early childhood education has helped the boys tremendously in preparing for school, and life.

COVID was a huge hurdle in everyone's lives, and we were so fortunate to have somewhere to continue to learn and grow. Jessica's patience was tremendous as she even took on helping the boys with their online schooling.

I can't say enough wonderful things. We are beyond thankful for having Jessica in our lives.

Melisa, Colton and Owen



The EarlyON Experience

2022 Program Highlights



Great beginnings inspire great possibilities. EarlyON Child and Family Centres offer free, drop-in programs for families from birth to 6 years of age. EarlyON centres offer children, parents and caregivers a friendly environment that fosters positive learning with a wide range of quality programs and services to help your child reach their full potential. We provide programs and services for your whole family with opportunities to play, explore, discover and learn in a supportive environment. Programs provide experiences that foster social, emotional growth and development in the early years.

We are so very proud of the skills, knowledge, and expertise of our educators as they continue to play such a critical role in fostering the well-being of young children. Our educators continue to bring new ideas and exciting activities in the EarlyON to keep our children happy, active and engaged, all while respecting safety protocols. We closely are following all directives from our Public Health partners to ensure that health and safety of children, families and staff member remain a top priority.

In response to Covid-19 pandemic the EarlyON Child and Family Centres re-opened in March and during the months of January and February, virtual EarlyON programs and services emerged out of necessity to ensure continued service delivery. They have evolved to become an integral element of EarlyON service delivery in our community.

Virtual EarlyON

Virtual Programming and take home kits were distributed weekly based on the participants attending our virtual learning program. Activity kits were prepared with the items required for the virtual sessions so that families would have all items required to participate along with staff.

Family Meal Kits

Family meal kit pick ups were offered at our EarlyON Holy Angels School Site and EarlyON Rosedale Site on Saturdays. These kits included a meal option as well as child-friendly snack items. Families were able to pre-register by visiting www.keyon.ca.

Lunches for Learning

Bagged lunches were offered at our EarlyON Holy Angels School Site in partnership with the Soup Kitchen. We provided bagged lunches on Mondays and Wednesdays to support families who had children learning virtually or heading back into the classroom.

Family Engagement

When families are engaged, partnerships are created that have a common focus helping children grow and thrive. Relationships with families support overall family well-being and children's healthy development. Play based activity kits were created as a way to support families. Community draws for children and families throughout the month of February included Family Meal Giveaways, Family Fun give-a-ways which included activities that were interactive such as board games. Activities were focused on the importance of families spending time together having fun, forming strong bonds and traditions that are often developed in times of fun, as are great memories. To promote the practice of self-care for parents and caregivers, we gave away self-care baskets focusing on the importance of taking time to do things that help parents and caregivers live well and improve both their physical and mental health.

We encouraged the importance of role modeling self-care to children by making it a part of parents/caregivers daily routine. Self-care skills are one of the first ways that children develop the ability to plan and sequence task performance and to organize the necessary materials in order to carry out daily tasks

Reflecting on Black History Month

We shared stories from Black authors, artists and singers and engaged in exploration and questioning about race and difference. We created environments where all children felt a sense of belonging, a sense of pride in their identity and where they seen themselves in the toys, books and artwork that surrounds them. We continue the important work started in February throughout the entire year. Early years programs are uniquely positioned to break down stereotypes and support belonging, well-being, engagement and expression for children, families and educators.

Mobile Services

During the summer and early fall, we coordinated an advertising campaign to promote mobile services with a weekly schedule of locations and activities. We visited various neighbourhoods so that families would have better access to EarlyON Child and Family Centre services as well as further integrate EarlyON programming into the whole community.

Field Trip

Kiwanis motto is “Serving the children of the world” and we were able to support the **Kiwanis Club of SSM and sponsored breakfast for children and families** on Saturday, October 1. Field trips enrich and extend the learning by increasing children's knowledge in a particular subject area and expanding children's awareness of their own community. Service is at the heart of every Kiwanis club and we were able to share this experience with the children and families.

Triple P

We focused on the principles of Triple P and engaging families with the understanding of how Triple P can help from raising happy confident kids, manage misbehaviour, encourage behaviour you like, take care of yourself as a parent/caregiver, feel confident in what you're doing and set realistic rules and expectations. As part of the sessions we incorporated Yoga sessions to support the importance of Principle #5 Taking Care of Yourself.

Engagement is an important part of building strong communities for children and families and to enhance a sense of social connectedness and belonging.

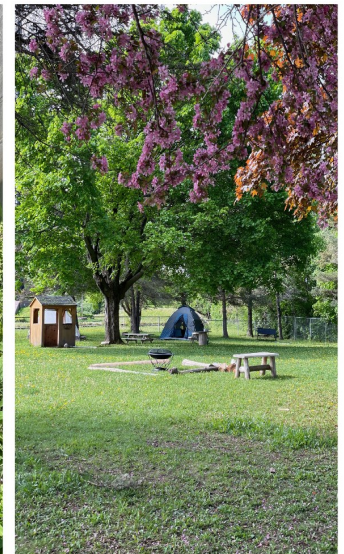
Programs and services have been based on the strengths and needs of our community with a continuous process of adapting, building upon and refining our ability to reach our community, building upon existing strengths and partnerships, reflecting on community leadership, knowledge, and life experiences.

2022 Program Feature

St Basils Child Care Playground

When operations began in 2017 at the St. Basil location, our team saw opportunity to procure an unused large park like area with many mature trees and room to run. After support from the Huron Superior Catholic District School Board to transform the space into a playground for 24 preschoolers, and funding from our local Sault Ste. Marie District Social Services Administration Board we were able to create a space for our children, staff and families to enjoy through all seasons. This space has allowed us to engage the children in growing their own vegetable gardens, pick apples for pie making, tap maple trees in spring to make syrup, celebrate graduation and special holidays with family bon fire nights and SO much more.

We look forward to a lifetime of fresh air and memories made in this beautiful space.



Central Algoma Community Action Program for Children EarlyON Child & Family Centres



**Central Algoma
C.A.P.C. Program**

*The CAPC/
EarlyON Play and
Learn Programs
offer weekly early
learning and
literacy activities.*



**Central Algoma
C.A.P.C. Program**

Moving forward in 2022, and with the lifting of many of the COVID restrictions, staff and families were excited to return to in person activities and parenting programs. All measures recommended by Algoma Public Health and the Ministry of Education were implemented to ensure families could participate in person safely. Slowly throughout the year we were able to re-engage our community partners in visiting our programs to connect with families and to offer information and supports to the parents and children. We also developed some new partnerships to offer some new opportunities for families in the communities. Some of the in person programs offered included:

- Drop in play and learn.
- Kids Can Cook at Home
- Outdoor nature walks and activities
- Monthly Parents & Tots Skating (NEW)
- Baby Picasso & Infant Massage
- Parenting (Nobody's Perfect, Triple P & Infant Massage)
- Face Painting & crafts at Community Events

To accommodate families who were not comfortable or could not attend in person, staff continued to offer virtual and remote opportunities such as:

- Virtual story times and science opportunities
- Crockpot Kitchens
- Family Activity Kits
- Virtual parenting programs
- Phone check ins
- Food and emergencies supply deliveries

"It takes a community to raise a child"

Canada Prenatal Nutrition Program

The Canada Prenatal Nutrition Program supports pregnant women in giving their child the best start in life by providing them with access to milk, nutritional food and information on healthy living and eating during and after their pregnancy. The goals of the program are to improve the health of pregnant women, support the healthy development of the fetus, reduce the number of babies born with unhealthy birth weights, promote breastfeeding and mother-baby attachment, and increase the accessibility of services for pregnant women. The CPNP program is offered to pregnant mothers in need living in communities along the North Shore from Echo Bay to Blind River.

The program is funded by the Public Health Agency of Canada and administered in partnership with Algoma Public Health and Algoma Family Services.



In 2022; 21 women and 23 infants were supported.
(2 sets of twins)

Statement of Operations

CHILD CARE ALGOMA

STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31,

2022

2021

Revenue

Parent fees	\$ 3,373,990	\$ 2,623,293
District of Sault Ste. Marie Social Services Administration Board	4,839,850	4,634,584
Algoma District Services Administration Board	1,312,288	1,547,509
Algoma Family Services	60,813	69,477
Interest	6,211	7,747
Other revenue sources	64,266	31,906
Amortization of deferred capital contributions	148,562	130,019
	9,805,980	9,044,535

Expenditures

Advertising	19,857	12,106
Amortization	157,039	141,622
Bad debts	2,455	8,489
Bank charges	29,595	31,997
Food	301,984	233,793
Insurance	35,009	51,996
Municipal Taxes	19,536	18,819
Professional fees	13,538	34,101
Program and office supplies	354,039	391,474
Providers - private care	678,230	643,643
Purchase of services	170,078	156,396
Rent and storage	95,292	80,070
Repairs and maintenance	197,990	152,420
Salaries and benefits	7,525,789	6,999,902
Telephone	28,233	34,428
Travel and training	20,043	11,139
Utilities	33,269	32,275
	9,681,976	9,034,670

Net revenue (expenditure)	\$ 124,004	\$ 9,865
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Child Care Algoma Service Activity for 2022

Program	Visits/Units
Sault Ste. Marie Child Care Programs	85,586
EarlyON Child and Family Centres	12,030
Central Algoma Child Care Programs	19,644
Staff	277

*The Statement of
Operations represents
the Agency's financial
position as of
December 31st, 2022*



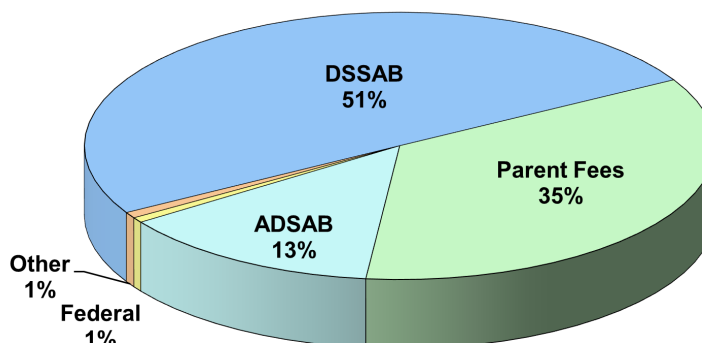
**R.M. Moore Child
Care Program**



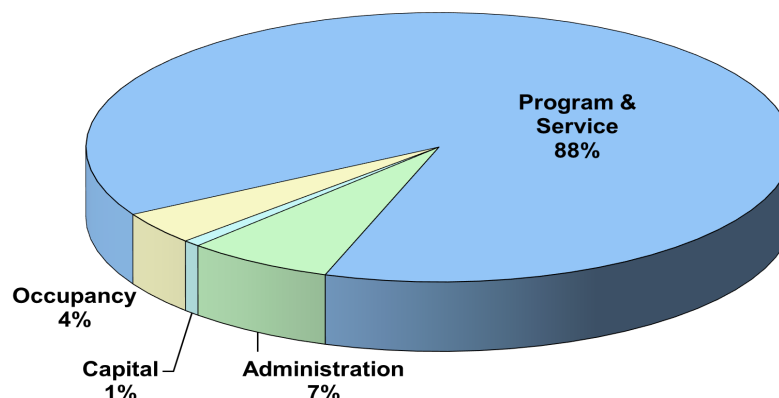
Thessalon Child Care Program

Funding

2022 Funding



2022 Expenditures



Management Team

Jennifer Parrella, Program Coordinator

**Talia Bruno,
Manager of Programs and Human Resources**

Anne DeLuco, Executive Director

**Neill Malcolm,
Manager of Finance and Information Systems**

**Kelly Rowlinson,
Central Algoma Program Coordinator**

**Diana Taranto,
EarlyON Child and Family Centres Program
Coordinator**

Suzanne Manson, Program Coordinator

2022 Employees of the Year

Jennifer Bougie

Jen has exceeded expectations this past year as Site Supervisor! Her performance has been consistently outstanding. She displays “over and above” organizational and time management skills. Jen is respected and she works hard to build and maintain healthy relationships among the Dacey team. Jen is also a valuable contributor to the team of site supervisors. She is always willing to go wherever support is needed! She graciously welcomes every family and makes each child feel like they belong and ensures that they are well cared for. Jen maintains a calm and positive attitude and her “best-practice” approach to role modeling is transparent to the staff, children and families. When you walk into Dacey, you can “feel” that the leader has a passion for her work and the environment. Jen is affectionately known to all children, staff and families as “JEN-JEN”. Jen has been a valuable part of the Child Care Algoma team for almost 20 years!



Rosedale
Child Care Program

Erin Hamilton

Erin has a genuine love and passion in her role as a Registered Early Childhood Educator. She builds lasting relationships with the children and families in her care. Erin continuously provides thoughtful programming and truly supports each child as an individual.

A letter from Association of Early Childhood Educators Ontario, Ontario Coalition for Better and Toronto Community for Better Child Care as follows;

Dear Erin Hamilton,
You are a child care hero! This year the Ontario Association for Early Childhood Educators, Ontario Coalition for Better Child Care, and Toronto Community for Better Child Care asked Early Childhood Educator's, families, operators and the public to nominate their E.C.E. heroes, and YOU were nominated! You were nominated by a parent, who answered the question “Why is your nominee a hero?” This was the response:

Erin is a hero because she takes the time to get to know each child; their strengths and the areas where they need support. Child Care is a busy environment and even more since COVID-19 pandemic and educators are being pulled in many directions. Erin has supported both of our children with their unique needs. She provides thoughtful programming but more importantly supports socio-emotional health of the children in the program.

Our organization wants to join your nominee in appreciating you for the work you do, the lives that you impact, and your courageous spirit.
Thank you for being a hero!



Home Child Care
Child Care

Years of Service Recognitions

10 Years

Brianne Spina



In 2005 I graduated from the Sault College Early Childhood Education program and began to work for various child care agencies within the Algoma district. During this time I also pursued my Bachelor's degree from Algoma University in Law and Justice, graduating in 2008.

In 2012 I accepted a full-time position as an Registered Early Childhood Educator at the Queen Street Early Learning and Care Program and later spent some time as a Consultant in our Home Child Care division. Eventually in 2017 I became the Site Supervisor for the new St. Basil location where I continue my work today.

I take pride in the delivering a high quality program and strive to sustain a warm and welcoming environment that allows children and families to feel a strong sense of belonging and connection to the centre. My role as a site supervisor has led me to find a passion for nature-based programing and creating outdoor environments that allow for the exploration of the natural world around us.

I would like to express my appreciation to the amazing team of Educators that I work with each day, who continuously display their dedication, warmth, creativity and support to our program. Thank you for all that you do.

10 Years

Emily Turco

In April of 2007 I graduated from the Sault College Early Childhood Education program. I began working for Child Care Algoma once I graduated. I started off as a supply staff and by the fall I had accepted my first contract at St. Patrick Before and After School Program. From there I worked my way to the R.M. Moore Early Learning and Child Care Program where I still work. I've worked with all age groups and currently I am working with Preschool aged children. Coming to "work" everyday feels nothing like work, instead it feels like my second family and home. My co-workers and the numerous families/children I've worked make every day a wonderful experience. My favourite part of the day is the little conversations that happen with the children and all of the giggles. I feel such a reward seeing the children grow and go off to school. I am so blessed to experience their lives with them. I look forward to continue growing my knowledge and career with Child Care Algoma.



Years of Service Recognitions

10 Years

Talia Bruno



I started my journey with Child Care Algoma at the EarlyON Child and Family Centres (formally known as the Best Start Hubs) in the Fall of 2010. I worked as a Community Outreach and Early Years Educator offering activities and Programs in the Community including Infant Massage, Dove Real Beauty, Triple P, Books for Breakfast, and How to Talk so Kids Will Listen and Listen so Kids will Talk. Throughout the years in my position as Community Outreach I also had the privilege of representing Child Care Algoma on many committees throughout the community including the Fetal Alcohol Spectrum Disorders Committee and Young Parents Connection. I then had the opportunity to transition to the EarlyON Site Supervisor role and not long after in 2017 I started in my current role as Manager of Programs and Human Resources. Child Care Algoma has given me countless opportunities to learn and grow not only as an educator but also as a person and has truly helped shape who I am today. My love for working with children and families has only grown over the years and I am so proud to be a part of such an amazing organization. I feel so lucky to have

worked with such incredible people, especially all the amazing women and mothers I've worked with in the EarlyON and on our Management Team, whose guidance and wisdom I will hold close as I transition into motherhood.

Kelly Rowlinson

My journey in caring for children and supporting families began long before my formal education and working as an educator in licensed child care and family support programs. As a young teen in a small rural community my passion for providing young children with opportunities to believe in themselves and to be active participants in their learning began with my volunteer work in my church, at community events and as the "resident caregiver" for many children and families. It was with determination to make a difference I applied to Sault College to start my career path and graduated with honours in 1983. Upon graduation I accepted a position to supervise a local child care centre. In 1992 I joined the Child Care Algoma team at the new Queen Street location. After 10 years of dedication to the children and families, the opportunity for change was made available allowing me to further pursue my passion for families in rural communities. Embracing change has allowed me many wonderful opportunities within our agency which has included Community Outreach with the Community Action Program for Children (CAPC), Program Developer with the Ontario Early Years/Best Start Hub and my current position as a Program Coordinator of licensed child care and CAPC/EarlyON and Canada Prenatal Nutrition Program. As I look back at the past 30 years I feel so blessed to be a part of the Child Care Algoma team and to have worked with so many wonderful staff, children, families and community partners. They say, "It takes a community to raise a child" and I am delighted to be apart of many communities and continue to strive to make a difference in the lives of many children and families.



30 Years



**Queen Street
Toddler Program**



**Notre Dame Child Care
Program**

Marisa Jarrell

10 Years

I have had the privilege of participating in Child Care Algoma in a variety of aspects over the years. I'm thankful to have been a child, volunteer, employee and parent throughout our many programs. My experiences as a employee and parent participant in EarlyON programs have provided valuable experiences to reach out and make connections throughout our Communities. I have also valued the team mentorship and partnerships as I transition into licensed child care and look forward to each day with the children and families!



Health and Safety

Child Care Algoma's Health and Safety week was June 5th to June 11th, 2022. The theme was "Together we can create safer workplaces and communities, every day, all year long". This years' social was held in-person at our new Rosedale site. WHMIS focused on "Oxivir Plus"; a new cleaning agent used in our programs. Our game this year involved matching the hazard symbol with the different type of hazards set up in a room. The teams were timed, and the winning team was the Eastview Child Care Program. Our monthly Hazard Free Draw winner was Community Action Program for Children ~ Central Algoma.

Certified Members

Alicia Anich – Employee Representative
Neill Malcolm – Management Representative

Prevent accidents



A Child Care Algoma Family's Testimonial

We wanted to take a moment to express our heartfelt gratitude for the exceptional care and support that our son, Theo received during his time at your Infant Care and Toddler/Preschool Programs at the R.M. Moore School site. As first-time parents, the thought of leaving our first child in someone else's care was overwhelming, but your dedicated staff made this transition incredibly smooth for our family.

We were met with warmth and kindness from the moment we walked through the doors. The staff's welcoming and nurturing demeanor instantly put us at ease, making that emotional and challenging time of leaving our child at daycare much easier than we ever imagined. Their genuine care for Theo's well-being was evident.

Theo's development and happiness flourished under your exceptional Early Childhood Educators' (ECEs) guidance. Their dedication to fostering a nurturing and stimulating environment allowed Theo to thrive. We watched in awe as our little man made friends, developed essential social skills, and adjusted seamlessly to being left in their care. The attention given to our son was remarkable, and we were regularly updated on his progress and well-being, which meant the world to us as parents.

The nutritious meals and snacks provided were a bonus. We were thrilled to learn that he enjoyed the food and eagerly looked forward to attending his daycare program each day. This is a testament to the wonderful environment that Child Care Algoma and the R.M. Moore site have created.

Another aspect that truly impressed us was the staff's prompt communication regarding health-related concerns. Their diligence in notifying us of any issues or potential issues concerning Theo's well-being demonstrated their unwavering commitment to ensuring the safety and welfare of all the children in their care.

Our second son Arlo began daycare in May of 2023 at the Rosedale site; and we have had another excellent experience with staff. It was such an easy transition for Arlo as soon as he enters the infant room he does not look back. The staff is incredibly thoughtful and caring.

We cannot emphasize enough how much confidence and trust we have in the staff at Child Care Algoma – R.M. Moore and Rosedale. Thanks to their exceptional care, we could focus on our work, knowing that our sons are in loving and capable hands. Child Care Algoma has positively impacted our family's life and we wholeheartedly recommend your services to other parents looking for a nurturing and enriching child care experience. Once again, we extend our deepest gratitude to Child Care Algoma and the dedicated staff at R.M. Moore and Rosedale. You have exceeded our expectations.

With heartfelt appreciation,

The Tombari Scott Family

