

2021 Annual Report

Annual General Meeting

June 13, 2022

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"We Care for What Really Matters"



"Rising above stronger and more resilient than before!"

www.childcarealgoma.ca

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

To strengthen the foundations for learning, behaviour and health of all children for future success.

Values

- We believe that families and children are the focus of all of our programs.
- 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 inclusion for all children, families and staff and appreciate their diverse cultural uniqueness's.
- 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, teamwork, integrity, respect, and fairness.
- We believe in an enthusiastic approach to the role each individual plays as a member of our team.



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



It goes without saying that 2021 continued to be a year of immense challenges and change as a result of the COVID-19 pandemic, not just for our organization, but for the world in general.

In reflecting back on the year and the fact that we are still faced with uncertainties related to COVID-19, this is a time to reflect on the many lessons learned this past year and to move forward together with a sense of hope and pride for who we are as an organization.

Jennifer Rizzo, Chair

Thank you to our committed employees for their patience, kindness, flexibility, creativity and most of all their support during this pandemic. This has been an exceptionally difficult time for everyone, but the unwavering dedication of all our employees has allowed us to continue to provide the best care and services for the children and families as well as, fulfill our strategic obligations and uphold our values and principles. Our employees have been resilient and innovative and nothing short of amazing and we thank everyone for their tenacity and hard work during these unprecedented and evolving times. We also, sincerely thank our administration team, our supervisors, and our senior leadership for their hard work and perseverance during this past year. Your support has been immeasurable. We don't know what the future will hold, but we look forward to another year of change and growth as we continue this pandemic journey together!

Child Care Algoma wishes to acknowledge and thank our funders and our community partners for their support and trust in our organization. Also, all the above would not have been possible without the support and trust from our Board of Directors. We have had to make so many transitions and the Board has adapted and accepted the virtual world with much ease. I want to personally thank the Board for their guidance, leadership and forward thinking as the agency continues to evolve and adapt.

On behalf of our Board of Directors, I would like to express and acknowledge our sincere appreciation to all the staff of Child Care Algoma for their commitment, dedication and expertise 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. Child Care Algoma continues to stay dedicated to being a leader in providing quality programs which support healthy early childhood development.

Stay safe, stay healthy.

Jennifer Rizzo



Board of Directors

Chair.....Jennifer Rizzo
 Vice Chair.....Laura McConnell
 Treasurer.....Kevin Thibeault
 Secretary..... Miranda Ableson
 Member.....Claudine McDermott
 Member.....Caryn Orchard
 Member.....Sonia Miller
 Member.....Marina Tombari

Executive Director's Message

Welcome to Child Care Algoma's 39th year in providing quality licensed child care and early year services for families with young children in Sault Ste. Marie and the District of Algoma. We have always championed the importance and value of early childhood education and care. We have observed how diligently educators and leaders work to support families and equip our youngest resources with essential skills for life. It is an honor to be able to speak to the efforts and dedication of those associated with Child Care Algoma, especially as I reflect upon the triumphs and tribulations of 2021.

I am tremendously proud to report that with our dignified stability coupled with integrity and achievement, we have continued to meet the challenges and restrictions of this past year. Still strong in 2021, the global pandemic brought about the continued need for everyone to be resilient and resourceful. Personal protective equipment, physical distancing, daily screening and enhanced cleaning remained a part of the aftershock of the virus. All the while, Child Care Algoma remained true to its mission, vision and values.



Anne DeLuco
Executive Director

This past year has been a time of great reflection. If there can be a positive take on these onerous times, it is witnessing the strength, determination and intentionality of leadership and staff as they supported our Agency, families, children and each other. They did this with respect, nobility and compassion. I am privileged to work with such a dynamic alliance. It is without question that our accomplishments would not be conquered without the tenacity, vigorous efforts and unwavering commitment from our dedicated and talented Management team, Site Supervisors, Educators, EarlyON teams, Cooks, Administrative, Maintenance and Support Staff, as well as the affiliated Home Child Care Providers. Honorable mention to our 2021 Employees of the Year; Angela Dawson, Registered Early Childhood Educator (RECE) - Holy Cross Site Supervisor and Megan Sole, RECE - Central Algoma; Community Action Program for Children/EarlyON Child and Family Centre. Thank you for your exemplary performance and ensuring children and families are the focus in all that you do.

In recognition of the Child Care Algoma's team the following will provide a glimpse of some of the noteworthy achievements that occurred in 2021.

- ◆ As a result of the pandemic and school closures we operated a full day Emergency Child Care Kindergarten Program at the St. Basil EarlyON Site from January to June 2021. This program was extended during July and August for a summer program.
- ◆ Dedicated to school age children, Thessalon offered a full day Spring Break Program, an Emergency Child Care Program during May and June, 2021, a Summer Care Program in July and August and a program the week prior to Christmas.
- ◆ Dedicated to school age children, Central Algoma offered an Emergency Child Care program during May and June 2021, as well as, a summer program throughout July and August, 2021.
- ◆ Some Home Child Care Providers also offered emergency child care to their families.
- ◆ February 2021: We obtained a license to operate a new program located within the former Rosedale School, Sault Ste. Marie, ON. The Rosedale Child Care Site offers care for infants, toddlers and preschoolers.
- ◆ April 2021: We obtained a license to operate a new program located within the Central Algoma Elementary School, Desbarats, ON. The Central Algoma Child Care Site offers care for infants, toddlers, preschoolers and an extended day program for kindergarten children.
- ◆ July 2022: We opened a new EarlyON Child and Family Centre located within the former Rosedale School, Sault Ste. Marie, ON.
- ◆ We developed and implemented recurrent regulations, policies and procedures associated with the pandemic and ensured environments, children and families were protected.

- ◆ Due to the pandemic EarlyON Child and Family Centres (main and outreach sites) and Community Action Program for Children were closed for in-person visits for approximately 5 months of 2021. While closed and to ensure support to children and families staff offered virtual ZOOM and Facebook live programming.
- ◆ We focused on employee recruitment to assist with the “community” wide shortages of Early Childhood Educators.
- ◆ We achieved clear license renewals.
- ◆ We continued to support the Agency’s affiliated Home Child Care Program, Providers and their premises.

Special thanks and gratitude to Program Coordinators, Suzanne Manson, Diana Taranto, Jennifer Parrella, Kelly Rowlinson and to Talia Bruno, Manager of Programs and Human Resources and Neill Malcolm, Manager of Finance and Information Systems. There really are no words to adequately convey my appreciation for your ongoing support and first-class devotion to this organization.

While also contemplating upon positivity during these last several months, I must make mention of the spiritedness of the children that grace us with their presence each day. Unbeknown to these little youngsters, their mere existence creates an ambience of contentment, tranquility, and optimism. We are fortunate to work in a profession where we can experience the innocence, enthusiasm and honesty of children.

In addition, I would also like to recognize all our parents and families. A heartfelt, sincere thank you for believing in Child Care Algoma and depending on us to care for your children, particularly during the uncertainties brought on by the enduring pandemic. Your trust in our programs and in our Educators has been instrumental to our success.

This year I have also had the pleasure to work with an exceptional group of people who form Child Care Algoma’s Board of Directors. You have devoted your time, expertise and have worked especially hard to support myself, and our organization through your thoughtful insight and committed leadership. You each play key roles to ensure that the Board performed its strategic and fiduciary responsibilities at a very high level. I would like to extend a special thank you to Kevin Thibeault and Caryn Orchard who will be leaving the Board this year. Your service, knowledge and guidance was greatly appreciated.

We value and thank our partners to include the District Sault Ste. Marie Social Service Administration Board, the Algoma District Social Services Administration Board, the Ministry of Education, Algoma Public Health and to others for joining us in supporting children and families.

In closing, Child Care Algoma has worked very hard this past year as we continued to navigate and adapt our programs and services to meet the pandemic reality. We have so much to be proud of. The challenges we faced remained vast, yet they have proven the dedication and resilience of our Agency and sector. As we look ahead Child Care Algoma will remain loyally committed to delivering programs and services of the highest caliber. We expect we will have complex and necessary work to do to continue to exemplify our obligation. With the vision and support of our Board of Directors and incredible staff, we look forward to continuing our journey supporting children and their families through high quality, inclusive services to meet the early learning and child care needs in our communities.

Please stay safe and focus on what’s most important. That is, the well-being of yourself, your family, and our community.

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 opened a new Extended Day Program at Queen Elizabeth School. In September 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.



R.M. Moore Child Care Program



Dacey Road Toddler 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



R.M. Moore 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 & Extended Day
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
Queen Elizabeth School, 139 Elizabeth Street, 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
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



East View Child Care Program

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



Parkland Child Care Program



Rosedale Infant Program

Infant Programs

Infants in child care have the extra advantage of being in an early social environment with their peers. Parents are confident that our educators offer a safe, loving, compassionate and stimulating environment that builds confidence, curiosity and communication skills. Infants are born ready to learn. Infant programs are currently offered at our Dacey Road, Shannon Road, St Basil, Parkland, R.M. Moore, Rosedale, Echo Bay, Central Algoma and Thessalon Child Care locations.

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 and cognitive development in a holistic way.



Queen Street 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.



Thessalon Program

Licensed Home Child Care

Home Child Care Supervisor Report

2021 was a crazy year for licensed HCC! With the COVID-19 pandemic continuing to alter our traditional plans, our wheels as a cohesive group never stopped turning. At a time where executing teamwork and collaboration seemed impossible, our dedicated team of providers managed to successfully participate in 10 virtual professional development evenings that gave us the opportunity to network as we usually would. Our group of self-employed business owners have always been a team that understands how conjoining each other's strengths, input and ideas is the best way for everyone to reach our shared common goal for providing unique and high-quality childcare programs for our community. I am beyond proud of the professionalism, hard work and dedication that our providers showed in a time filled with so much uncertainty and know we will continue to thrive as a group in the many brighter years that lay ahead.

2021 Home Child Care Awards

Provider of the Year ~Holly Russell King

Professionalism Award ~ Ashley Fecteau Duboa

Compassion Award ~ Kelly Ranni

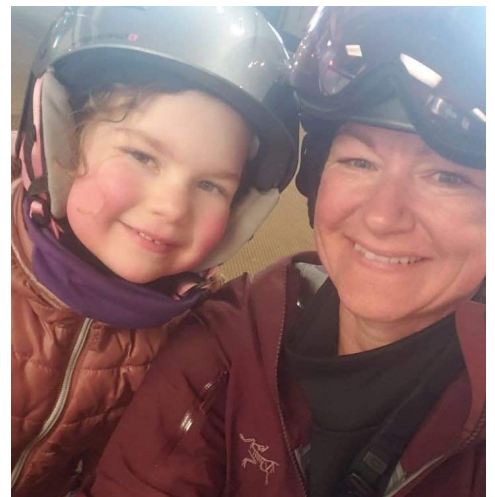
Years of Service

Sheila Bailey-Patrick ~ 10 years

Provider Highlight ~ Ashley Fecteau-Duoba

Elizabeth has been with Coopers Clubhouse for many years now. She started just shy of 2 years old and when she was set to enter public school during Covid it was no brainer to keep her enrolled at Cooper's Clubhouse. Considering teacher Ashley is certified k-6, I felt confident she would get a more consistent education than the schools had to offer at that time. So as a parent I have experienced the benefits of a daycare learning environment mixed with a semi-private educational experience for my child. In fact we decided to keep Elizabeth at the Clubhouse for her senior kindergarten year as well.

She has had the benefit of one-on-one education that follows her current curriculum requirements for her age while mixed with the social experience with multi-age children. She has mastered the kindergarten curriculum and loves every lesson she has at the clubhouse. Her confidence grows in strides daily being in the small personalized environment. It has taught her patience, kindness, and enforces daily the importance of being a good person at any age. She can't wait to get home and share her new skills.



Elizabeth - Age 5

EarlyON programs are available for families pre-conception, prenatally, and beyond. We know that children need much more than just immediate families to grow up strong. Our programs and services provide your whole family with opportunities to play, explore, discover and learn in a supportive environment, free of cost.

In response to COVID-19 pandemic the EarlyON Child and Family Centres were closed January, February, April, May and June in 2021.

It's important to acknowledge how the ongoing social and emotional ramifications of the pandemic have affected our children and ourselves. 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.

Virtual EarlyON

Virtual EarlyON programs and services emerged out of necessity to ensure continued service delivery during the COVID-19 pandemic and the resulting closure periods. They have evolved to become an integral element of EarlyON service delivery in our community that will likely continue throughout the course of the pandemic and beyond. **Interactive Virtual Zoom sessions were offered and we had 536 Adults and 753 Children participate.**

Family Meal Kits

During our program closure, we were able to reach out to families through weekly meal kit pick ups. **Through this program we served 215 Adults, 265 Children.**

We supported **22 adults and 28 children** through our **Thanksgiving Meal Kits** which included Turkey, Stuffing, Potatoes and Carrots.

Bagged Lunches in Partnership with the Soup Kitchen

During the virtual and hybrid learning sessions, we distributed **100 bagged lunches per week to the children throughout our community.**

Take Home Activity Kits

Play based activity kits were created as a way to support families. We wanted to encourage families that we are in this together. **We were able to offer Take Home Activity Kits to 567 children throughout the year.**

Our Growth ~ OPENING CELEBRATION

Our new **EarlyON Child and Family Centre Rosedale Site** opened its door in July offering access to quality programs to many more children in our community.

Community Hub Activity Kits & Food Distribution

Activity and Meal Kit deliveries were completed for the Chapple/Albion area for the March break and the summer months.

This included 96 activity kits and 53 meal kits

EarlyON Weekend Programming

In September, we welcomed families to our Saturday openings at our Holy Angels, Rosedale and Holy Cross locations.

Mobile Services

During the summer and early fall, 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.

Community Christmas for Children

We celebrated the 31st season of Community Christmas for Children which ran from December 1, 2021 to January 2, 2022. This year, **48 in person activities** were offered in **addition to some virtual options** for families to participate in.

Learning Earning and Parenting Program

Family Kits were created and distributed quarterly to the parents completing the Learning Earning and Parenting Program. These included 25 each of March Break, Summer Safety & Fun, Holiday & Winter Fun Family Activity kits. **Through this program, we distributed a total of 75 family kits throughout the year.**

Triple P

This year Certified Practitioners in the **Triple P Positive Parenting Program** began offering the **Triple P Online** program where parents could access modules based on their schedules and have contact with a Triple P Practitioner for support.

A total of 93 Adults participated in various Triple P programs.

2021 Program Features

Rosedale Child Care

In February of 2021 the Rosedale Child Care Program welcomed it's first family.

This beautiful new site is licensed for infant, toddler and preschool aged children.

Although 2021 continued to fill us with many challenges, it also offered so many amazing learning experiences, new friendships and opportunities.

With this new site we are thrilled to be able to provide quality care to many more families in our community.



Central Algoma Child Care

On April 26, 2021 after many delays due to construction issues and COVID, the Central Algoma Child Care Program opened its doors to children and families. The Centre is licensed for 10 infants, 15 toddlers, 24 preschoolers and 30 school age children. With our own entrance and school age space the Centre has become the home for our Community Action Program for Children/EarlyON Child and Family Centre for the Desbarats area. Though parents, due to visitor restrictions, were unable to enter our space for pre enrolment tours or to personally connect with staff, we are grateful to the families who entrusted us with the care of their children.



We must also acknowledge the energy and determination of the Central Algoma Child Care educators, who provided families with regular documentation that allowed them to have visual understanding of their child's daily learning experiences and to feel a sense of belonging with in our child care community. Also within the short time we have been open, it has been exciting to see the wonderful partnership that has developed between the child care program and the Central Algoma Elementary School (CAES). We are looking forward to hosting, in the near future, an open house for our families and the community to invite them inside to see first hand our learning environments.

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



Central Algoma Infant Child Care Program

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



Echo Bay Infant Child Care Program

2021 was another challenging year for the CAPC/EarlyON programs due to the many necessary restrictions and community lockdowns that were in place. Our dedicated team continued to be innovative in responding to the needs of families and communities. With in person programming being limited they continued to stay connected with families through regular check ins by phone, contactless drop off of supplies and kits for family engagement. Virtual programming which included interactive parent-child activities, as well as some parenting programs were offered by staff and in partnership with other community agencies.

Programs offered included:

- ◆ Kids Can Cook at Home
 - ◆ Crockpot Kitchens
 - ◆ Family Activity Kits
- ◆ Outdoor nature walks and activities
- ◆ Virtual Parenting (Nobody's Perfect, Triple P & Infant Massage)
- ◆ Virtual story times and science opportunities

We delivered door to door cooking and activity kits to

- ◆ Over 90 families
- ◆ Provided over 800 family meals
- ◆ Provided 125- 150 families support through monthly connections
- ◆ Again space to store and package food items was donated by the township of MacDonald, Meredith and Aberdeen Additional



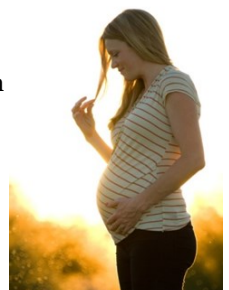
Canada Prenatal Nutrition Program Central Algoma / North Shore

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 2021, 21 women and 23 infants were supported. (2 sets of twins)



Health and Safety

Child Care Algoma held its Health and Safety week May 30th to June 5th, 2021. We included educational resources on WHMIS and on Slip, Trip and Falls as this is the most commonly reported incident in our agency. The social was held on zoom due to Covid-19 restrictions. We played a game with WHMIS labels where staff needed to find a household item that contained the hazard symbol. Our silly sign war winners were Queen/Shannon, R.M. Moore and Holy Cross and the Monthly Hazard Free draw winner for 2020 was the Community Action Program for Children (CAPC).



Certified Members

Alicia Charrette – Employee Representative
Neill Malcolm – Management Representative

Notre Dame Child Care Program

Play is the work of a child.



St. Basil Child Care Program

“If you love what you do you’ll never work another day in your life.”

Funding

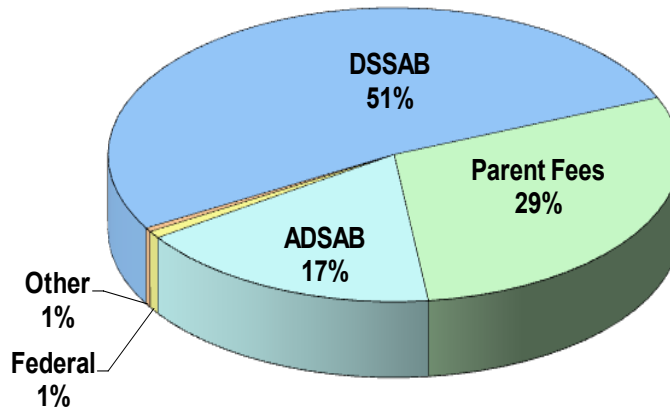


Holy Cross Child Care Program

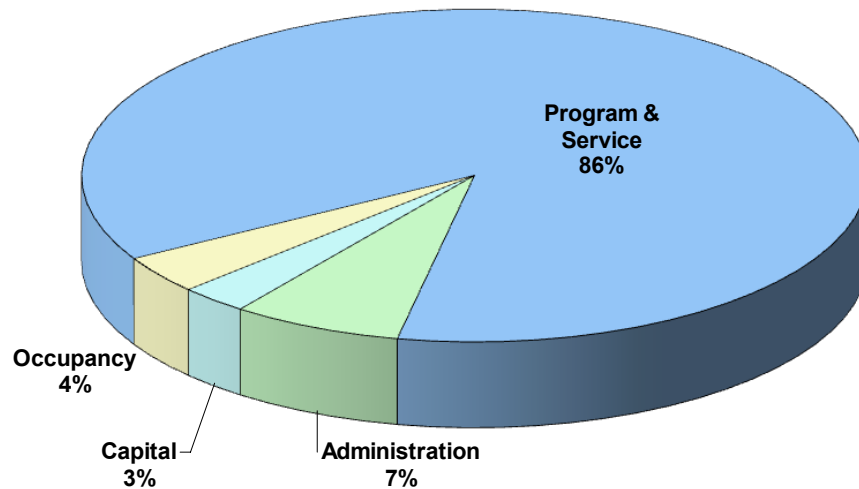


East View Child Care Program

2021 Funding



2021 Expenditures



Child Care Algoma Service Activity for 2021

Program	Visits/
Sault Ste. Marie Child Care Programs	75,728
EarlyON Child and Family Centres	10,110
Central Algoma Child Care Programs	15,139
Staff	250

Statement of Operations

CHILD CARE ALGOMA

STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31,

	2021	2020
Revenue		
Parent fees	\$ 2,623,293	\$ 1,488,420
Federal wage subsidy (CEWS)	-	2,003,014
District of Sault Ste. Marie Social Services Administration Board	4,634,584	3,255,470
Algoma District Services Administration Board	1,547,509	654,827
Algoma Family Services	69,477	54,633
Interest	7,747	7,455
Other revenue sources	31,906	2,299
Amortization of deferred capital contributions	130,019	96,433
	9,044,535	7,562,551
Expenditures		
Advertising	12,106	11,007
Amortization	141,622	107,249
Bad debts	8,489	7,869
Bank charges	31,997	19,284
Food	233,793	165,519
Insurance	51,996	38,017
Municipal Taxes	18,819	18,142
Professional fees	34,101	9,741
Program and office supplies	391,474	300,922
Providers - private care	643,643	615,459
Purchase of services	156,396	119,482
Rent and storage	80,070	21,751
Repairs and maintenance	152,420	173,752
Salaries and benefits	6,999,902	5,885,680
Telephone	34,428	33,317
Travel and training	11,139	9,204
Utilities	32,275	29,224
	9,034,670	7,565,619
Net revenue (expenditure)	\$ 9,865	\$ (3,068)

*This represents
the Agency's
financial
position
as of December
31, 2021*

2021 Employee of the Year

ANGELA DAWSON

Site Supervisor ~ Holy Cross Child Care

Angela goes above and beyond on a consistent basis. When the COVID pandemic happened she volunteered to work in the Emergency Child Care Program. Her passion, commitment and hard work assisted in making this unique program a success. Her flexibility, love of children, leadership, team work and genuine passion was evident daily. She graciously welcomes every family and makes each child feel they belong and that they are well cared for. Angela took on the role of Site Supervisor for our Holy Cross Site and in her new role many challenges were present but they were all met with professionalism, optimism and a true commitment to Child Care Algoma. Angela demonstrates on a daily basis her love of children and her compassionate nature to support all the families in her program. With her caring and patient leadership skills the Holy Cross Program continues to thrive.



Thessalon
Child Care Program

MEGAN SOLE; Central Algoma ~ Community Action Program for Children/EarlyON Child and Family Centres

Megan constantly goes out of her way to help others. She is dependable and cares for everyone she encounters, child or adult. She comes up with fun activities that kids love and always has their best interest at heart.

Megan is a kind and empathetic educator who cares deeply about her community and the people who live in it. She puts many hours in at the Program. Everyone speaks highly of Megan and the support they have received from her. Megan is a great support for the Algoma District and the partners that work with her.

Megan provides exemplary commitment to the Central Algoma Community. Megan's passion for Early Childhood Education and providing exceptional programming in the district communities shines through in the connections she has to parents, children, families and community agencies alike. Megan has a bright personality and her passion for children and promoting healthy children and communities through programming can be seen by the many creative approaches she takes in her planning and delivery of services. Despite COVID and the inability to provide in person services, Megan still maintained a strong connection to her families and parents and came up with many unique and creative ways to continue to service the families within these communities. Megan's heart, integrity and work ethic make her a wonderful educator and her commitment, dedication and service do not go unnoticed.



Megan truly respects the families she serves and conducts herself in a way that the families feel and know that respect. She has the courage of her convictions and will ask the tough questions and seek out answers in order to educate herself and others and advocate to the best of her ability for the families she serves and her coworkers. Megan brings calm to her work and creates a safe, inviting and comforting environment whether in person or virtually.

Central Algoma
Child Care
Program

Years of Service Recognitions

20 Years



Neill Malcolm
Manager of Finance and
Information Systems

To think I would have a life-long career in Social Services working for a non-profit organization, as a young accounting student, it would have never crossed my mind, but I am grateful for the opportunity. I started in September of 2001 and the first of my three boys was born a month later. Child Care Algoma has become my second family, with so many wonderful people I have worked with and met throughout the years. The working environment is second to none and after working for several businesses throughout my career I can honestly say that the workplace is truly family oriented and cares for its staff. As a non-profit organization and where many of its programs are dependent on government funding you would think stress and unsettledness would be prevalent, but the reputation and the relationship it has made with its community partners over comes this. It's not to say we have not had our challenges, restructuring, funding cuts, Bill 148 and now pandemics, but we have succeeded through these bumps in the road with such an amazing management team. I would also like to acknowledge the leadership of Claire Lafreniere and Anne DeLuco, who have lead us through these challenges and ensured we came out better and stronger. After 20 years of service and with many great relationships made within the organization and in the community I can see myself finishing my career with Child Care Algoma. I would like to extend a heartfelt thank you to the Board of Directors, the Executive Director, Management and the staff of Child Care Algoma for making my 20 years of service a wonderful experience.

In October of 2007 Dale decided to combine her love of baking and children when she accepted a contract position for the cook of Echo Bay Early Learning and Care. In July 2011 this position moved to permanent part time. Since accepting this position she has continued to educate herself on nutrition and how it affects young children. Her menus are planned, to not only be budget conscious but also are limited in processed foods and low in sugar and sodium. The term "made from scratch" describes the meals she prepares for the children each day. Parents report often that the children refuse to eat certain foods at home until they are told it is Dale's recipe. When Dale returns from a day off she is always welcomed back with much excitement from the children. Dale not only cooks, but loves to spend time with the children and whether delivering meals or relieving a staff she greets each child making them feel accepted and loved. Over the years Dale has represented the agency in many ways. She has participated in community events (preparing meals), she helped to develop the Crockpot Kitchen program and lead it for a few years, and was very involved in planning and working at fundraisers to help raise money for some extra equipment and for families in need within our community. We celebrate Dale for her dedication and passion for the last 10 plus years as a valuable member of our Echo Bay team.

10 Years



Dale Phillips
Cook
Echo Bay Child Care



Tina Ralph
R.E.C.E.
Echo Bay Child Care

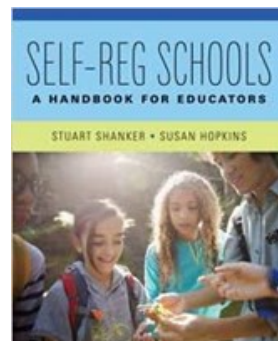
10 Years

I graduated from Sault College Early Childhood Education program in 2000. In 2006 I accepted a contract in the toddler with Child Care Algoma at the Echo Bay Site. In 2011 when the district programs were finally able to hire permanent full time staff, I accepted one of the positions at the Echo Bay site. After 7 years in the toddler room, I made the decision to move over to the preschool Room and have been there ever since. I love coming in everyday and all the children are so excited to see me and have so much to tell me about their night. I would have to say Preschool is one of my favourite age groups to work with. I am so thankful for all my co-workers over the years for their support and dedication. I have made so many special memories with so many children, parents, and co-workers. I look forward to many more years with Child Care Algoma.

Professional Learning Practice



Supported by funding provided by the Algoma District Services Administration Board, staff of the licensed child care and EarlyON programs, were encouraged to pursue and attend individual professional development sessions on line that would support their continuous professional learning and program goals. Some of the workshops attended included such topics as mental health, program activities, Triple P Positive Parenting and engaging parents during COVID. Another focus this past year has been on self regulation. Supervisory staff across the district joined together to discuss Stuart Shanker's theory on self regulation and how the state of a person's brain effects their ability to engage, interact and behave. Moving forward this area of professional development is continuing to happen in 2022 with plans to include front line staff. In addition 5 staff has been supported as apprentice and full time on line learning to pursue their diploma in Early Childhood Education. Two staff are now registered with the college of ECE and the others are continuing to complete their courses and hours for placement.



Management Team



Neill Malcolm,
Manager of Finance & Information Systems

Talia Bruno,
Manager of Programs & Human Resources

Kelly Rowlinson,
Central Algoma Program Coordinator

Anne DeLuco, Executive Director

Diana Taranto,
EarlyON Program Coordinator

Suzanne Manson,
Program Coordinator

Jennifer Parrella,
Program Coordinator

A Child Care Algoma Family's Testimonial

Many parents can relate to the nerve wracking task of finding childcare. You hope to find someone who is caring, enthusiastic and provides creative learning opportunities. The childcare received at Echo Bay site was everything a parent could have hoped for and more. The COVID-19 pandemic brought on a lot of unexpected changes for my young children and extended time off frequently lead to difficult transitions back to childcare. Some days my children were full of smiles and laughter and other days required a lot more patience and reassurance. Regardless of my children's demeanour, the team at Echo Bay always welcomed my children with smiles and support. There is no doubt that the team genuinely enjoy their work and I knew my children's unique needs were always being met. Not only did the Echo Bay team support my children, but they also supported me as a parent. Any questions I had were always addressed promptly with compassion and resources were shared as needed.

My family has recently changed to the Central Algoma site, we appreciate access to a childcare centre closer to our home. As difficult as it was for my family to make the switch, the team at Central Algoma went above and beyond to make the transition as smooth as possible. The team provided ongoing communication and transition supports (homemade books etc.) to support my children with the transition. When it was time to switch sites, we had the warmest welcome from the Central Algoma team. When I send my children to childcare, I feel confident that their individual differences are at the forefront, and that they are always being met exactly where they are. We feel so grateful that my children have the opportunity to learn and grow in a trusting and enriching environment.

Thank-you for all that you do for our children and us.

The MacFarlane's



MacFarlane Family



"We Care for What Really Matters"