

# 2023 Annual Report

Annual General Meeting

June 4, 2024

## Inside...

Strategic Directions	2
Message from the Board of Directors	3
Message from the Executive Director	4
Program Feature	5
EarlyON Child & Family Centres / Outreach	6
Central Algoma EarlyON Child & Families / Canada Prenatal Nutrition Program	7
Licensed Home Child Care	8-9
Year in Pictures	10-11
Statement of Operations	12
Units of Care	13
Employees of the Year	14-15
Years of Service	15-18
Management Team & Site Supervisors	19
Family Testimonial	20

[www.childcarealgoma.ca](http://www.childcarealgoma.ca)



*"We Care for What Really Matters"*

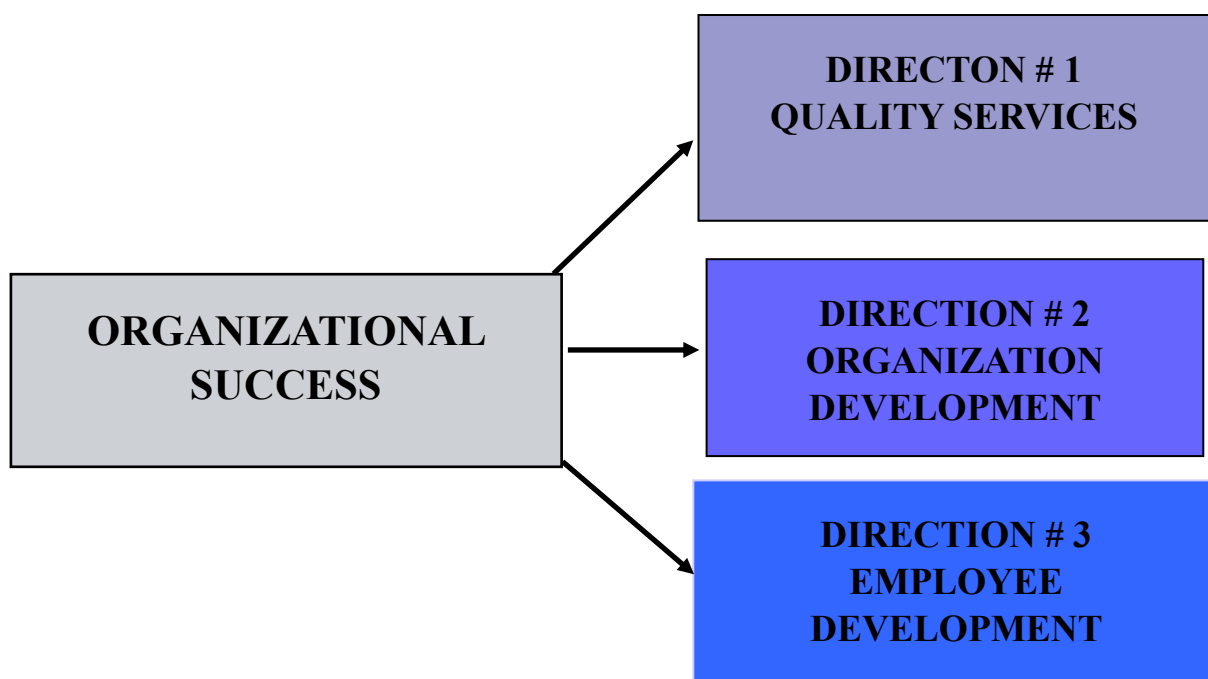
*"Learning Happens When We Feel Cared About"*



# Child Care Algoma

## ***STRATEGIC DIRECTIONS***

*Our strategic plan for 2024—2028 demonstrates our ongoing commitment to children and families in Sault Ste Marie and District of Algoma. We are enthusiastic about the future and opportunities to further develop our current strengths and the diversity of our programs and services.*



*Successful organizations need both inspirational leaders and sound managers. In order to achieve increased and sustainable results, organizations need to execute strategies and engage employees.*

*Success is measured by analyzing where the organization is in regards to its goals and its missions.*

*Scan the QR code to read Child Care Algoma Mission Statement, Vision Statement and Values*



## Message from the Board of Directors

As Chair of the Board of Directors of Child Care Algoma, thank you for making 2023 another wonderful year of providing quality child care services to our community.

It has been a year of transition and new beginnings for our agency. Our previous Executive Director, Anne Deluco, retired at the end of December 2023 after 35 dedicated years of service with our organization. We extend our heartfelt thanks and sincere gratitude to Anne for the years she spent at the helm, leading and shaping Child Care Algoma into the organization it is today, along with the countless ways in which she went above and beyond the call of duty to serve children and families in our community.



**Laura McConnell**  
**Board Chair**

With big shoes to fill, our Board began the recruitment process over the summer, knowing that finding Anne's replacement would take time, diligence and hard work. Our Board's HR Committee worked tirelessly to review job applications of numerous applicants and conduct in-depth interviews with the most qualified individuals. I would especially like to thank Board Members Claudine McDermott, Miranda Ableson and Sonia Miller for all their volunteer hours spent during the summertime interviewing candidates and deliberating over this very important decision.

As a result of our efforts, we were very pleased to announce the hiring of our new Executive Director Jennifer Parrella-Ilaria in August. As many of you know, Jennifer has been with Child Care Algoma for over twenty years. She has operated her own licensed childcare program and worked in a variety of capacities within our agency, including Early ON and Licensed Home Child Care. She has been part of our management team since 2010, starting out as a Home Child Care Supervisor and then becoming a Program Coordinator shortly thereafter. Jennifer is the ideal candidate to serve as our Executive Director, bringing passion, commitment and years of experience to this role. I would like to recognize and thank the efforts of Anne, Jennifer, our wonderful staff and our Board for their support in making the hiring our new Executive Director a smooth transition. We look forward to many years of working together.

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.

*Sincerely,*  
**Laura McConnell**  
**Board Chair**



### **Board of Directors**

Chair.....Laura McConnell  
Vice Chair.....Claudine McDermott  
Treasurer.....Marina Tombari  
Secretary.....Miranda Ableson  
Member.....Amy MacFarlane  
Member.....Madison Zuppa  
Member.....Monique Ellis

# Executive Director's Message

Child Care Algoma is the largest multi-service early learning and child care agency in Algoma, equipped to deliver high-quality, integrated programs and services. Our dedication to improving and increasing access to our programs and services for children and families drove every aspect of our 2023 operations. While continuing to embrace the rollout of the Canada-wide Early Learning and Child Care (CWELCC) plan (which aims to reduce the cost of child care to an average of \$10 per day by 2026), we also continued our advocacy efforts to address fair compensation and the ongoing recruitment/retention challenges in our sector. Rapidly changing needs, CWELCC has underlined the need for capacity building and the ability to operate efficiently in evolving environments, as well as the need to continue to invest in and support our people. Child Care Algoma is working towards an accessible, affordable, and inclusive child care system for the families we serve. In 2023, we launched our 2024 – 2028 Strategic Plan. It demonstrates our ongoing commitment to a modern, innovative, responsive organization that puts children and families in our communities first! We move forward with this plan as a reflective tool in guiding us with a purpose and intent that matches our values, vision, and mission statement. We are enthusiastic about our future and the opportunities to further develop our current strengths and diversity by creating and delivering an evidence-based pedagogy of care in all our programs and services. Child Care Algoma also remains committed to growing in leadership and innovation with our teams and community partnerships. We are focused on overall wellbeing and creating a sense of belonging at Child Care Algoma, for our teams, caregivers, children, families, and communities we support!



**Jennifer Parrella**  
**Executive Director**

I have the pleasure and honor to be given the opportunity to become Child Care Algoma's 4<sup>th</sup> Executive Director. I am grateful and proud of the growth and achievements I have been a part of at Child Care Algoma as I celebrate my 20<sup>th</sup> year with this agency. I also want to express my sincere gratitude to the talented, dedicated, and caring management team, staff, HCC Providers and Board of Directors. These incredible people work nonstop and with great passion. I also extend my appreciation to our various community partners to include the District Sault Ste. Marie Social Service Administration Board, the Algoma District Social Services Administration Board and the Ministry of Education. We take this opportunity to honor, recognize and applaud all of them. Their professionalism and ongoing commitment to putting children and families first shines through in everything we do. The words "thank you" hardly seem sufficient. Finally, we recognize the families who choose Child Care Algoma programs and services. We genuinely care for our families and will continue seeking opportunities to welcome even more of them—today and tomorrow.

I would like to end my report with the following reflection as we move forward in 2024.

"How Does Learning Happen?"

*Learning happens best when people feel cared about!*

**Respectfully,**

**Jennifer Parrella**

**"WE CARE FOR WHAT REALLY MATTERS"**

# 2023 Program Feature

## Queen Street Infant Program

Unique to Child Care Algoma, “The Baby House” opened in 2015. Prior to attaining the house, that is on the property adjacent to the Queen Street program, the infant program was downstairs in the Queen Street building. It remains an integral part of the Queen Street team and program.

“The Baby House” currently offers care for 6 infants, with 2 full time Registered Early Childhood Educators and 1 part time Educator. As the infants grow, they often transition into the toddler and preschool rooms within our Queen Street Program.



Notre Dame  
Child Care  
Program

For more info on our  
programs scan the  
QR code



Rosedale  
Child Care  
Program





*Sault Ste Marie  
EarlyON Play and  
Learn Programs  
for more  
information please  
scan the QR code.*

## EarlyOn Programs

My name is Sarah Grant and I have a 9-month-old son, Maverick. We enjoy visiting various hubs throughout the city for some fun in our morning routine. The Rosedale EarlyON has quickly become our favorite place to visit! Our favorite thing is that Mary always greets us with a smile when we arrive at the hub. She has gotten to know my son, along with all the other children, and knows each one by name. It truly is a wonderful and personal touch.

The hub is always tidy and there is always a fun activity going on while we are there. Each day at around 10:15 am, Mary gathers all the children and does songs and story. We love this structured programming and Maverick has his hands ready to clap the moment she starts singing. Following that, we wash our hands, and are served a healthy snack, Mary coordinates this all with ease.

In addition to that, Mary makes an effort during play based learning to check in with the parents and play with the kids. There has never been a time at the hub that I haven't had a chat with her, or she hasn't got down on the floor to play with my son. You can tell that she truly loves her job and the kids that she sees daily. Mary has also gone above and beyond to coordinate activities for special occasions such as photo backdrops and birthday celebrations.

As a first time, Mom, parenthood is nothing short of one of the biggest challenges yet most amazing journey. Being able to share this journey with Mary at the hub is wonderful. She is warm, welcoming, kind, caring and patient. She is outgoing and fun, and this is recognized by all the children who get a chance to meet her. She has all the qualities that you need to have in a career of working with young children. We look forward to our continued visits to Rosedale.



**EarlyON  
St Basils  
Location**

LOCATION	CHILD VISITS	PARENT/CAREGIVER VISITS
ROSEDALE	782	499
HOLY CROSS	730	553
HOLY ANGELS	522	369
BOREAL	369	277
ST BASIL	331	240
MOBILE SERVICES	254	175
<b>TOTAL</b>	<b>2,988</b>	<b>2,063</b>



## Community Action Program for Children

During 2023 the CAPC/Central Algoma EarlyON program continued to support families to thrive through the facilitation of weekly playgroups, story walks and other outdoor programming, parenting and readiness to learn programming and food security programs and deliveries.

Program Visits included:

Unique visits for drop in programming (one -time visits): 516 (parents and children)

Community & Special Events: 750 participants

Parenting Programs: 100 participants

Food Security programs & deliveries: 85 families



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



## Canada Prenatal Nutrition Program

The Canada Prenatal Nutrition Program, also known as CPNP, supported pre and postnatal moms and their babies, living in the communities of Central Algoma and the Northshore, in improving the health of pregnant women and their babies. This was achieved through financial support for healthy food, vitamins, transportation costs to medical appointments, baby gift bags, and information and connections to community resources and professionals. In 2023, the program supported 35 moms and babies in our area.

## Home Child Care

2023 was a year of growth, learning and recognition for our licensed home child care program. As an agency we were able to participate in two conferences hosted by the Home Child Care Association of Ontario. A Home Visitor's Conference and the Annual HCCAO Conference. We also had a virtual Professional Learning day for our home child care providers as an extension to the learning at the Home Visitor's Conference. Our home child care providers were invited to participate in the Annual Early Years Professional Development day. The learning opportunities that have been offered to our home child care providers are crucial in offering child care that meets the goals and visions of Child Care Algoma. Continuous professional learning will strengthen and support our home child care programs to ensure that our providers are knowledgeable and responsive to the children, families and the community. As the Canada Wide Early Learning and Child Care system grows, we see the demand for child care and understand the important role licensed home child care plays to make this system successful.

### 2023 Home Child Care Awards

Provider of the Year- Michelle Middaugh

Most Compassionate- Tammy Parr

Professionalism- Vanessa Schreiber

### Provider Highlight – Ederlina Tremblay, RECE

When I had my first child, I was hesitant, even scared, to put her in daycare, but with the upcoming birth of our son, I knew I would need help. I searched for months and didn't find anyone I felt comfortable with. Then, I met Ms. E. I went to our interview with a list of carefully curated questions, but she answered every single one without me even having to ask. I immediately saw how thorough and dedicated she was. Finding someone you could trust with your kids was rare, so I took a spot at Ederlina's Home Childcare.

Since then, both of my kids have gone to Ms. E's. They love the well-rounded curriculum that includes art, science, numeracy, literacy, and more. They often came home excited to tell me about their experiments and even got to release a butterfly they had raised! My kids can be more challenging than others, but Ms. E has always taken a fair and gentle approach based on years of education and experience. We have always been on the same page regarding consequences and teaching methods.

Unfortunately, my last child will leave for school in September, concluding our 4 years with Ms. E, but she will always be a part of our family.

Alex, Brittany, Kate, Edrick







*Friendship*





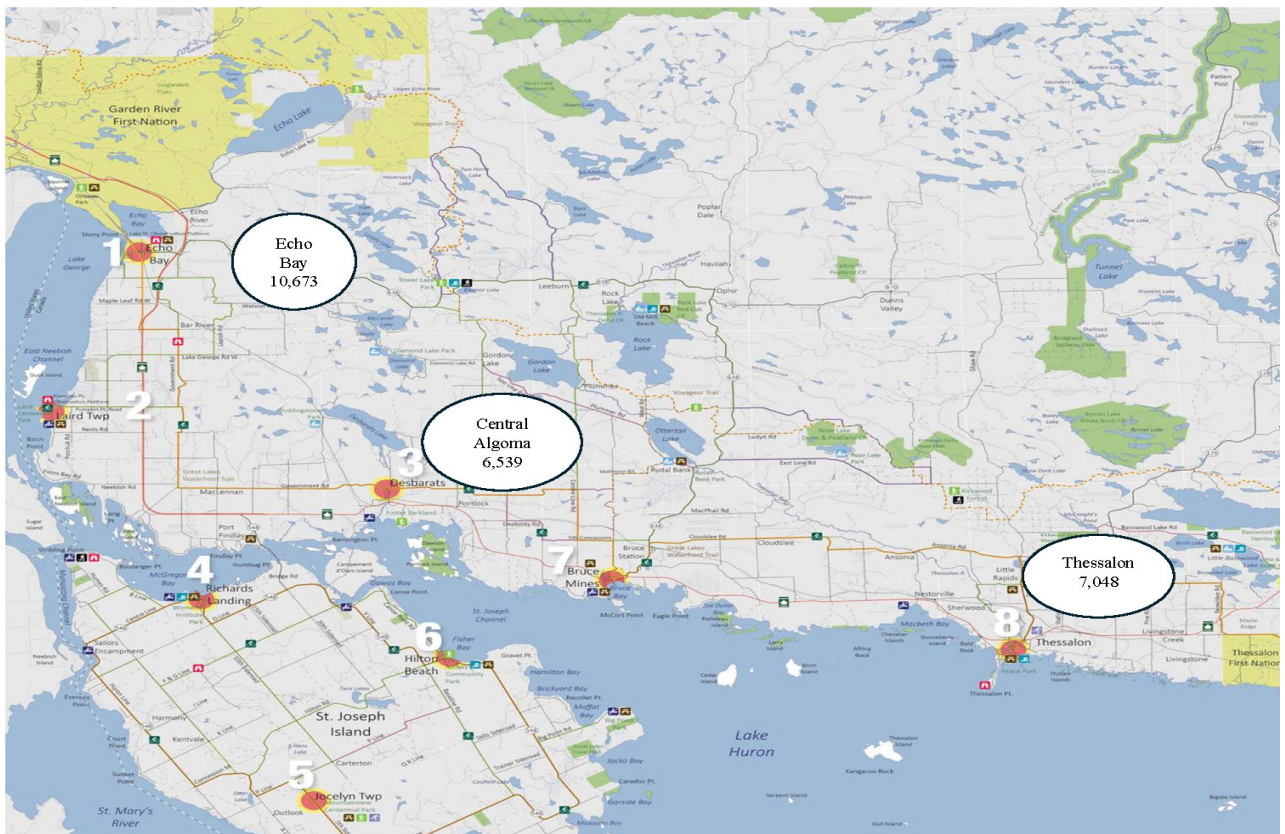
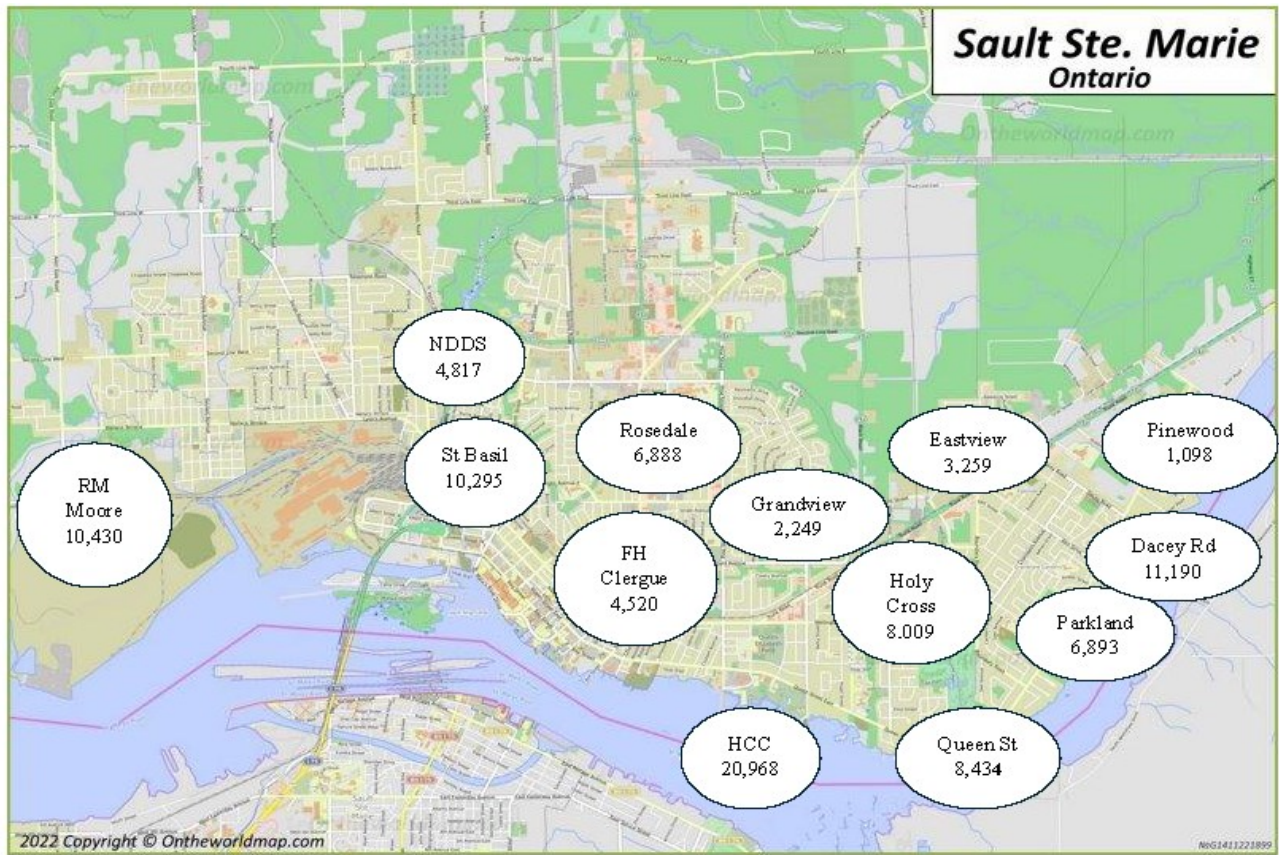
## Statement of Operations

### CHILD CARE ALGOMA

#### STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31,

	2023	2022
<b>Revenue</b>		
Parent fees	\$ 4,302,845	\$ 3,373,990
District of Sault Ste. Marie Social Services Administration Board	5,168,777	4,839,850
Algoma District Services Administration Board	1,564,384	1,312,288
Algoma Family Services	73,294	60,813
Interest	264	6,211
Other revenue sources	129,172	64,266
Amortization of deferred capital contributions	169,957	148,562
	11,408,693	9,805,980
<b>Expenditures</b>		
Advertising	39,127	19,857
Amortization	176,846	157,039
Bad debts	17,536	2,455
Bank charges	13,530	29,595
Food	366,385	301,984
Insurance	31,510	35,009
Municipal Taxes	20,390	19,536
Professional fees	19,384	13,538
Program and office supplies	472,083	354,039
Providers - private care	1,048,338	678,230
Purchase of services	209,681	170,078
Rent and storage	92,084	95,292
Repairs and maintenance	461,668	197,990
Salaries and benefits	7,960,806	7,525,789
Telephone	31,740	28,233
Travel and training	37,153	20,043
Utilities	35,264	33,269
	11,033,525	9,681,976
<b>Net revenue (expenditure)</b>	<b>\$ 375,168</b>	<b>\$ 124,004</b>

# Units of Care



# 2023 Employees of the Year

## Tammy Grawbarger

Tammy was nominated by her supervisor, her colleagues and by some of the parents at the St Basil Site.

### **Nomination testimonies:**

Tammy is a true team player and the most thoughtful co-worker. Anytime there is an occasion to celebrate or a teammate who is in need of support, Tammy is always the first to step up and organize something special.

She is truly dedicated to our program, the children and their families. Tammy is kind and considerate, always ensuring that her co-workers are appreciated. Tammy's positive energy is felt throughout the center. Her kind, loving and energetic spirit shines through my child and his experiences every day. Her friendly demeanor and kind disposition brings comfort to our entire family.

She is very creative and plans the most amazing special events for the children.

Tammy continues to support our child every day to master all his and small milestones ~ she cheers him on with every success.

Tammy is one of a kind we can think of anyone more deserving.



St Basil's  
Child Care  
Program



Rosedale  
Child Care  
Program



RM Moore  
Child Care  
Program

## Kristi Laforrest

Kristi was nominated by her supervisor and by several of her colleagues.

### **Nomination testimonies:**

Kristi has been with our agency for many years, working at St. Joseph Island, Echo Bay and now at RM Moore.

Kristi is an excellent mentor and leader. In the past few years, we have had many staff changes in the toddler room, she continues to keep a positive attitude and mentors all new staff and helps guide them on their new journey. They often look to her guidance and support.

Kristi is the type of Registered Early Childhood Educator (RECE) that makes me proud to say I work for Child Care Algoma. She truly takes care of her colleagues, all the children and families. She has mentored me and shared her knowledge, enthusiasm and kindness.

Kristi constantly pushes me to be the best version of myself. Her love for the job and for children is unmatched.

Kristi is an absolute pleasure to work with. She is very hardworking, plans many special events for the children and their parents. She is committed team player and a friend to all staff—she exemplifies what a leader is.





Central Algoma  
Child Care  
Program



Echo Bay  
Child Care  
Program



Queen Street  
Child Care  
Program

## 2023 Employees of the Year

### Danielle Conway

Danielle Conway has been a part of my district Child Care Algoma team since May of 2014. Danielle first came to work for us as an unqualified casual support staff at our Thessalon Learning and Care Program and is currently working full time at our Central Algoma Child Care Program. Not long after she was hired, Danielle expressed interest in exploring the apprenticeship program to pursue the field of Early Childhood Education. Danielle demonstrated her determination in reaching her goal by taking on multiple courses each semester, along with managing to work full time and home and family life. Danielle completed her early childhood practitioner program and her additional courses to become an ECE in December of 2022. Danielle is a very passionate and dedicated educator who takes pride in providing quality care and supporting children and families to succeed in her community. Danielle is a very reliable and flexible team member, always willing to help in any way to support her fellow colleagues and the children and families. She arrives each day with a smile on her face, prepared for her activities with the children and willing to take on whatever the day presents.



### Years of Service Recognitions

“I have been working in childcare for 42 years; 30 of those years with Child Care Algoma. I feel very fortunate to have had the pleasure of working with this agency in the programs of Outreach, Centre Based, and Home Child Care, with my last 13 years working in the Queen Street and Shannon Road Infant Program. I find it so rewarding to continue to provide a loving, safe, learning enriched environment to these wonderful families.



**30 YEARS**

*Happiness is seeing the smile on a child's face as they learn!*

# Years of Service Recognitions

## CARMELINA FILICE

**20 YEARS**

My twenty years with Child Care Algoma has been an incredible journey. Right from the beginning of my career with Child Care Algoma what stood out was the approach ability and professionalism of everyone I met. I have always felt a genuine sense of belonging in any program I have worked in. The supportive environment, encouraging co-workers and exceptional leaders/mentors have shaped me to be the REECE that I am today. My desire is to be an inspiration and a positive role model for my team at East View Early Learning & Care Program.



In my time at Child Care Algoma, I've had the privilege of working with infants, toddlers, preschoolers and school age children. Child Care Algoma has provided me with the resources, support, and professional development opportunities that have contributed in developing my skills as an educator and helped me grow as an individual. What truly makes my role at Child Care Algoma special is the time I spend with the children and sharing my knowledge with staff and students.

## CARRIE FORD

**20 YEARS**

For two decades I've delighted in serving up nutritious meals with love and creativity as a dedicated cook at Child Care Algoma. From the first batch of pizza dippers to the turkey dinners, every dish is crafted with care to nourish young minds and bodies. I've cherished the smiles and laughter shared over meals, knowing that I've played a part in shaping healthy habits that will last a lifetime. Here's to 20 years of culinary joy and countless more memories to come!



**East View  
Child Care  
Program**



**Notre Dame  
Child Care  
Program**



**Dacey  
Child Care  
Program**





Holy Cross Child Care Program



For the history of our agency , please scan the QR code



Dacey Child Care Program

# Years of Service Recognitions

## TRACEY PIGEON

I graduated in May 1993 with a diploma in Early Childhood Education from Sault College at which time I began working for Child Care Algoma.

In my years with the agency, I've had the opportunity to work in several different programs ranging from infants through to school age. I am presently working with the preschoolers at the Holy Cross site.

In this field, not only do the children grow and learn, but so do we as educators. As Mark Van Doren said, "The art of teaching is the art of assisting discovery."

It's a job that is fun and fulfilling all at the same time. To be able to witness the growth and development that takes place within these children in our care is very rewarding.



20 YEARS

## AMY STONG

I began working for Child Care Algoma in April 2012. I supplied at several locations, although the majority of my time has been spent at the Dacey Road location. I accepted my first contract in October 2012 in preschool and secured a permanent full-time position in September 2013. In 2014, I began pursuing the Early Childhood Education program. Most of my time at Child Care Algoma has been spent working with preschool aged children. It is extremely rewarding working with preschoolers, seeing them grow and go off to kindergarten. I take pride in delivering a high quality preschool program and look forward to continuing my career with Child Care Algoma.



10 YEARS



Parkland Child Care Program



Thessalon Child Care Program



Echo Bay Child Care Program

# Years of Service Recognitions

## PATTI BROWN

**10 YEARS**

Patti Brown has been a cook with Child Care Algoma for 15 years. She started in a part-time role at Notre Dame in 2009 and then moved to Parkland Early Learning and Care Program permanently. Since coming to Parkland, Patti has created a wonderful sense of belonging and well-being when it comes to feeding the children nutritious meals. She is passionate about what she does and is very dedicated to her work. She will come in early when she can to bake fresh muffins, do extra cleaning, or help with laundry if it is backed up. It is consistent that Patti will get asked for her recipes from the parents and families in the centre. We are often told that their child will not eat that particular food at home and will only eat Patti's recipe. With the kitchen being connected to the infant program, Patti is always willing to lend a helping hand on the floor when needed. She has built strong relationships with our parents and families and has helped families and staff with the introduction of solids to infants. Additionally, she supports parents in healthy eating and creative ideas for dietary restrictions and allergies. When supply staff are in, she is always willing to help with nap time, routine consistency, and providing a safe space for the children to feel comfortable. Every child will chant "Patti!" when they hear the trolley coming down the hallway. On the very rare days that Patti isn't here, she is noticeably missed. Patti is an extraordinary asset and valuable member of the Parkland team.



## EXTENDED DAY PROGRAMS



Scan QR code for more information on our extended day programs

# Management Team



**Jennifer Parrella, Executive Director**

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

**Anne DeLuco, Outgoing 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**

**Angela Dawson  
Program Coordinator**

**Holly Williamson  
Coordinator of Human Resources and Administration**

# Site Supervisors



**Margot Castillejo  
EARLYON Child And Family Centre**

**Marisa Jarrell  
EARLYON Child and Family Centre**

**Alicia Anich  
Home Child Care**

**Sylvia Dukes  
RM Moore ELCP**

**Heather Berg  
Queen Street/Shannon Road ELCP**

**Cindy Graham  
Notre Dame ELCP**

**Brianne Spina  
St Basils ELCP**

**Britney Brown  
Rosedale ELCP**

**Natalie Derksen  
Holy Cross ELCP**

**Lauren Gaetano  
Parkland ELCP**

**Jennifer Bougie  
Dacey Road ELCP**

**Carmelina Filice  
East View ELCP**

**Taylor Kinnenun  
Extended Day**

**Emily Coventry  
Thessalon ELCP**

**Merin Brock  
Echo Bay ELCP**

**Bette Ann Baic (missing)  
Central Algoma ELCP**

## Family Testimonial

Our family was thrilled to be given the opportunity to share our experience with Child Care Algoma. As a new parent, the thought of leaving your child with anyone other than family and close friends is scary and emotional. When your child may require additional support, that feeling can be even more overwhelming.

From that very first day, the staff at Holy Cross has welcomed us and made us feel like family. It was evident that they genuinely wanted to do all they could to ensure that our daughter, London was not only cared for, but given every opportunity to thrive. Her ECEs worked closely with various outside resources to ensure that she was being supported while in their care. The kitchen staff made understanding London's strict dietary restrictions a priority and even changed a few menu items to provide a healthier option for all of the children. Whenever there has been a food based activity, the staff has asked for our input on how they could make modifications to include London in a safe way. We have always appreciated that they have kept us well informed on London's progress and are incredibly grateful that they have taken the extra time to help her reach some of her most exciting milestones. From having very few words and needing assistance getting around the classroom, London is now telling us all about her friends at daycare and playing alongside her classmates with enthusiasm and confidence. Her development and personality has flourish over the past year and a half at Holy Cross. She's transitioned from the toddler room to the preschool room with ease. She continues to make huge strides in her development and build close and meaningful relationships with all of the staff and other children. We cannot express how thankful we are to the Holy Cross community for their constant love, support and encouragement.

Our second daughter, Willa has recently started attending the infant program at the Queen and Shannon location. We have the upmost confidence and trust in the staff after having such a wonderful first experience with London. The staff members at Queen and Shannon and Holy Cross have collaborated together to ensure that the meals being provided at both centres reflect the dietary needs of our family, which is greatly appreciated. The administration and staff at Queen and Shannon have taken an invested interest in how we feed our family and have also implemented some changes to not only include Willa but also to provide a healthier options for all of the children of the centre.

Child Care Algoma has certainly had a positive impact on our family's life. Words cannot express how grateful we are to the staff and administration for their constant dedication to our children and ensuring that they feel loved, cared for and encouraged while in their care. We would wholeheartedly recommend their services to other families looking for a caring, dependable and dedicated child care experience.

Thank you again to the incredible staff at Holy Cross and Queen & Shannon, you have exceeded our expectations and we appreciate your constant commitment to the children you care for.

With heartfelt appreciation,

*The Bentley Family*

