



"We Care for What Really Matters"

JUNE, 3

2024 ANNUAL REPORT

ANNUAL GENERAL MEETING



CHILD CARE ALGOMA

*"CREATING THE WORLD
WE WANT TO LIVE IN"*

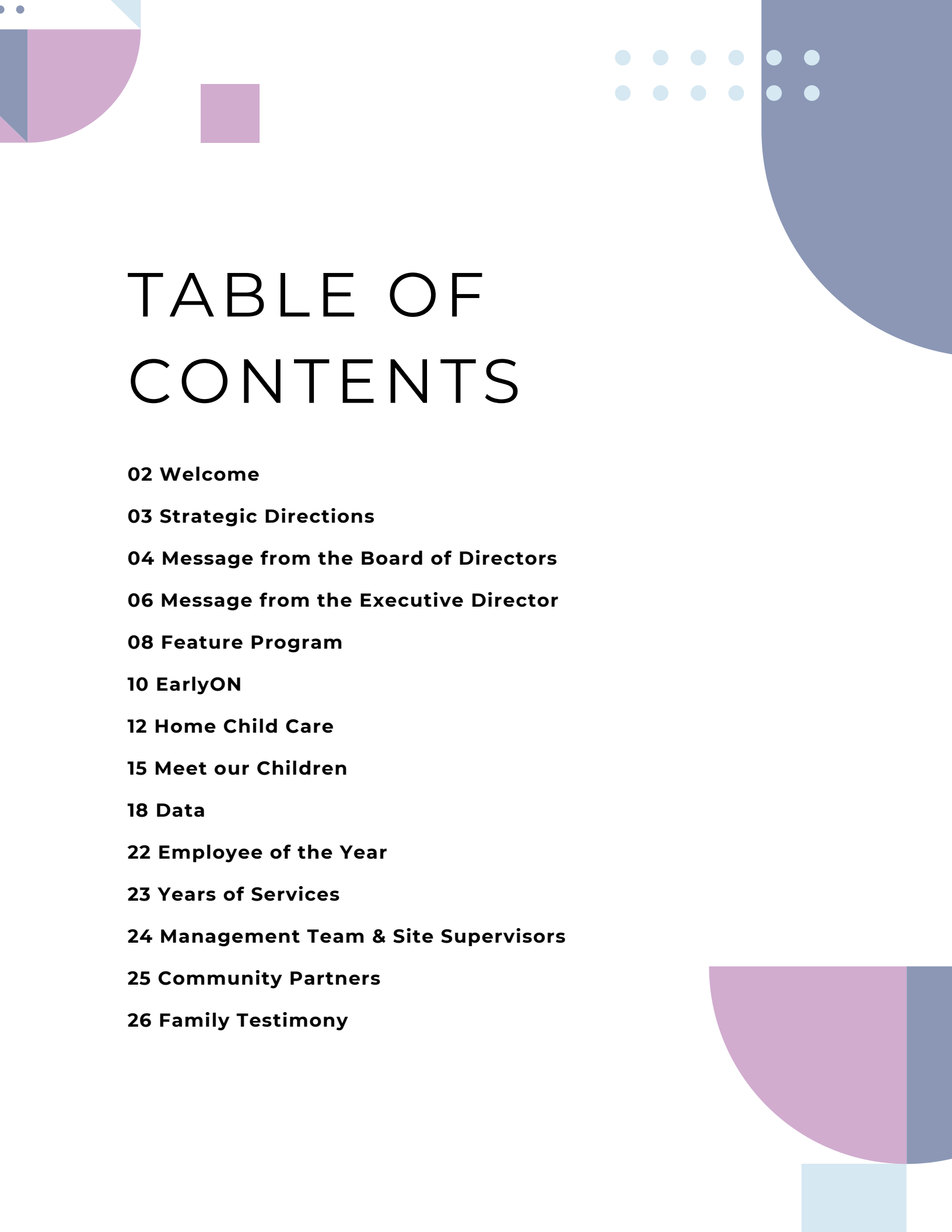


TABLE OF CONTENTS

02 Welcome

03 Strategic Directions

04 Message from the Board of Directors

06 Message from the Executive Director

08 Feature Program

10 EarlyON

12 Home Child Care

15 Meet our Children

18 Data

22 Employee of the Year

23 Years of Services

24 Management Team & Site Supervisors

25 Community Partners

26 Family Testimony

CREATING THE WORLD WE WANT TO LIVE IN



Fostering Connection and Community

By bringing people together in our programs, our families find a sense of belonging—building relationships that last and creating a support network for one another.

Empowering Parents and Caregivers

Through parenting programs, family services, and personalized guidance, we help parents navigate the challenges of raising children while fostering a future of opportunity and success for their families.

Supporting Children's Growth and Development

Encouraging curiosity, creativity, and kindness, we are preparing children to be thoughtful, compassionate citizens who will actively contribute to the world we want to create.

Creating Safe and Inclusive Spaces

Ensuring that all children have access to the same opportunities, resources, and care. Through inclusive practices, we are fostering a world where every individual is respected and given the chance to thrive.

CHILD CARE ALGOMA

Mision and Vision Statement

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

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 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.

Strategic Directions

Core Principles:

- Employee Engagement
- Change - Adaptability
- Results Orientation
- Respect - Fairness
- Responsibility - Accountability
- Learning Opportunities
- Team Work
- Trust - Integrity



MESSAGE FROM THE CHAIR OF THE BOARD OF DIRECTORS

“—

On behalf of the
Board of Directors of Child Care Algoma,
I am pleased to share reflections on another
impactful and inspiring year.

As I complete my first year serving as Chair of the Board, I feel incredibly proud of all that we have achieved together. It has been a year marked by transition, growth, and meaningful collaboration across all levels of our organization.



Candine McDermott

Continued Excellence and Sector Progress

This year, Child Care Algoma continued its participation in the Canada-Wide Early Learning and Child Care (CWELCC) system, along with all of our licensed home child care providers. We are pleased to share that CWELCC has been renewed for an additional five years—offering continued stability and support for families through more accessible and affordable child care. This renewal strengthens our ability to plan for the future and reinforces our commitment to delivering high-quality, inclusive services that meet the evolving needs of our community.

Strengthening Governance and Collaboration

This year, our Board and senior leadership team had the opportunity to come together for a dedicated retreat and learning event. The purpose of the retreat was to review and strengthen our governance policies, ensure the Board is receiving the appropriate information from management, and just as importantly, confirm that we as a Board are providing the right support and guidance to our leadership team. It was an incredibly valuable opportunity to reaffirm our shared responsibilities, improve communication, and align on the agency's future direction.



A Sincere Thank You

To our extraordinary staff—thank you. Your dedication, professionalism, and care are the heart of our organization. Your flexibility, creativity, and continued commitment to supporting the children and families we serve do not go unnoticed. We are grateful for your expertise and for the energy you bring to your work each and every day.

I would also like to extend sincere thanks to our administration team, our supervisors, and our senior leadership for their steady guidance and tireless efforts throughout the year. Your support continues to be the foundation of our success.

To our funders and community partners—thank you for your continued trust and collaboration. And to the families who have chosen Child Care Algoma as your trusted child care provider, we are honored to walk alongside you in your child's early learning journey.

As we look to the future, we remain dedicated to being a leader in delivering inclusive, accessible, and high-quality programs that support healthy early childhood development. Together, we will continue to build a strong, supportive community for children and families across our region.

With sincere appreciation,

Claudine McDermott

LIST OF BOARD OF DIRECTORS

CLAUDINE MCDERMOTT
CHAIR

SONIA MILLER
VICE CHAIR

MARINA TOMBARI
TREASURER

MIRANDA ABLESON
SECRETARY

LAURA MCCONNELL
MEMBER

MADISON ZUPPA
MEMBER

AMY MACFARLANE
MEMBER

MONIQUE ELLIS
MEMBER

EXECUTIVE DIRECTOR'S MESSAGE



Jennifer Parrella

“—

At the beginning of last year, we were asked a reflective question:

“What kind of world do we want to live in?”.

This was the beginning of our reflective practice journey as an agency, diving deeper into our values and gaining a stronger understanding of our mission. We move habit into intention when we take the time to reflect on our values. This is guiding us to build the world we want to live in, the world that we want to build with our children!

Our lens started shifting us to challenge ourselves by questioning our certainties and engaging everyone in conversations and practices that promoted and supported our strategic directions: Quality of Services, Organizational Development, and Employee Development.

Our strategic plan is designed to embrace the Mission, Vision and Values of Child Care Algoma and reflect upon our core principles. Reflective Practice has become the heart of our work, and through this practice, we have made incredible achievements in 2024!

We made the leap to launch ADP as we modernized our employee payroll and communication technology. We continued to build our staffing capacity with recruitment and professional development. We are excited to continue successionship planning by inspiring our leaders and engaging our staff.

We keep focused on building relationships, uncovering what it means to have stronger relationships with each other, Children, Families, the Community, and the Earth.

This has also led us to grow towards reaching our licensed capacities to ensure all of our spaces are filled and children have access to the best care! We also took time to reflect on both our indoor and outdoor environments with the support of our professional practice leaders and special purpose funding to design and enhance our environments that match our values and pedagogy.

I am grateful and proud of the growth and achievements of Child Care Algoma. I want to express my sincere gratitude to the talented, dedicated, and caring Management team, Site supervisors, Staff, HCC Providers, and Board of Directors. 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 our team. 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 for their children.

We genuinely care for our families and will continue seeking opportunities to engage everyone to build the world we want to live in, building a better tomorrow for our children. As we move forward we will continue to work from a place of vision and values as curious pedagogical leaders. We know that learning happens best when we feel cared about and thinking together makes for powerful relationships!

Child Care Algoma, We care for what really matters!

With sincere appreciation,

Jennifer Parrella

FEATURE PROGRAM: EASTVIEW

EARLY LEARNING PROGRAM: SMALL BUT MIGHTY

This small but mighty program proudly serves families from a variety of cultural backgrounds, fostering a welcoming and inclusive environment. Currently caring for 16 preschool-aged children, East View was thrilled to reopen its before- and after-school program in September 2024!

As the site designate of the team, Carmelina Filice is a nurturer who effortlessly brings joy to the children's lives. As a leader, Carm leads with positivity, empathy, professionalism, and integrity, inspiring both children and colleagues alike.



"Laughing, learning, growing
together."

MEET OUR EASTVIEW TEAM

Alex Foggia

Excels at creating engaging daily group times, following the children's interests and needs. With a keen sense for child-led learning, Alex builds a dynamic and inclusive environment where every child feels involved and heard.

Sarah Toland

A natural at encouraging imaginative play and thrives in one-on-one interactions. Her creativity and personal approach help children express themselves freely and build strong, trusting relationships.

Sukhpal Kaur

Known for her unwavering kindness, respect, and love, Sukhpal creates a warm and nurturing atmosphere where all children feel safe, valued, and cared for.



"Connected by play, bonded by joy."

Rocky Jones

With a deep passion for outdoor exploration, Rocky brings energy and adventure to every day. Whether it's a nature walk or a hands-on activity outside, Rocky inspires curiosity and a love for the natural world.

Isabel Dias

Is at the heart of this passionate team. She has been cooking for the program for the past 14 years. Beyond her culinary contributions, Isabel also plays a vital role in supporting both the children and the Educators on the floor each and every day.

EARLYON

In 2024, **EarlyON** programs across **Sault Ste. Marie and Algoma** have continued to grow, rooted in the belief that creating the world we want starts with supporting our children and their families.



"Everyone has a place here."

Through our involvement in the Nurturing Algoma project, we've helped families access essential child development screenings while contributing to a national effort to better understand and serve the needs of Canadian children.

We know that strong communities begin with strong foundations. That's why food security has been central to our programming, ensuring families have access to nourishing meals so children are ready to learn, grow, and thrive.

From infant massage to family yoga, our staff are continually learning and evolving to meet the diverse needs of our community. Every meal served, every conversation with a parent, and every program offered brings us one step closer to building the world we all want to live in — one that is nurturing, inclusive, and full of opportunity for every child.

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.

FAMILY REVIEWS



"Play today, treasure forever."

“

The staff is very warm and welcoming and involved with the children.

”

“

The EarlyON gives me the chance to meet other parents who share information like nutrition and other activities.

”

“

The children are learning social skills and love the crafts and play centres.

”

“

My stress level evaporates when I come here and having this support is priceless.

”

“

We love visiting with the staff, having different toys to play with, meeting new friends and socializing, having somewhere to go outside of our home and it is FREE!

”

HOME CHILD CARE

In 2024 we opened 5 new Licensed Home Child Care Programs.

We are delighted that 2 of these new programs are run by Registered Early Childhood Educators.

We have focused on development, education and training for our providers. We want to help our Providers become successful in running their programs while ensuring they meet the needs of all the children in their care.

Providers took part in the Full Day PD Day for Creating a Culture of Reflective Practice and many Providers were a part of a free online training offered by the Canadian Child Care Federation. With this training also came a Canada Wide Community of Practice that many of our Providers are actively involved in.

Our focus for the next few years is more growth of Licensed Home Child Care in Sault Ste. Marie and building upon the skills, knowledge and abilities of our providers.



"First steps toward independence."





PROVIDER AWARDS



**PROVIDER OF
THE YEAR**



**MOST CREATIVE
LEARNING**



**MOST
COMPASSIONATE**

PROVIDER TESTIMONIAL

“

I joined Childcare Algoma as a homecare provider 2 years ago after working privately for 15 years. I have always loved working with children and watching them grow.

I feel very fortunate to be a part of Childcare Algoma as it is such a fantastic network of people. We are provided with constant support and resources in order to make us better educators. We learn and share ideas and experiences in order to create wonderful environments for children.

I feel truly blessed to be able to create strong relationships with families and children that keep them in touch for years later.

”

Vicki Birch

FAMILY TESTIMONIAL

“

Having a child is such a precious and life-changing experience. As parents it is hard to transition to another phase in our little ones' lives without fear or anxiety, especially when they must leave your care or close families' care to go to childcare, school, etc. for the first time.



Dool McLeod
Family

For our family, like many, we are professionals who had to return to work only months after the birth of our youngest daughter. Not only did we have to transition back to work quickly, but our little one also required additional monitoring because of a metabolic disorder.

With both our children we have used a home daycare setting to provide the environment necessary for them to excel and for us to be comfortable they received the care they deserve. **We have been so fortunate to be able to partner with Child Care Algoma** and our home daycare provider Vicki Hirst for the early learning childcare we desired. From the first day we met with Vicki we were welcomed into her home and felt very comfortable that the care and attention that our child would receive, and continues to receive, would be exceptional.

Vicki provides quality care and compassion for the children she guides and nurtures every day. The programming that she offers, along with Child Care Algoma, **provides our child with the high-quality early learning experience that we desire in a safe environment.** We are also fortunate that the small group of children under Vicki's care are of a variety of ages, allowing our child to learn the required communication skills needed. Each day that our child comes home from a day with Vicki we know that a new letter, colour, number, shape, and/or object has been shared and experienced.

We absolutely recommend the services provided by Vicki and Child Care Algoma for any families looking for a caring, dependable, and dedicated experience.

Thank you, Vicki, for your continued support and care you provide every day.

”

With much appreciation,

The Dool McLeod Family

MEET OUR CHILDREN



"A little community in action."



"Curiosity in motion."



"Little hands, big discoveries."



"Their joy writes the story of the world we want to create."

MEET OUR CHILDREN



"Where we grow together."



"Big feelings, small humans."



"Learning by doing."



"Building a brighter future, one playful moment at a time."

MEET OUR CHILDREN



"Joy in the little things."



"Together is the best place to be."



"Friendships start here."



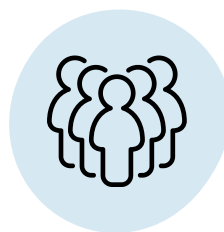
"A world where every day is a chance to learn, play, and grow."

DATA

HUMAN RESOURCES

+ 92

NEW
EMPLOYEES



+ 241

ACTIVE
EMPLOYEE

+ 14

NUMBER OF
EVENTS



This year, we've focused on growth—welcoming new team members and investing in meaningful learning.



Community Job Fair

From Creating a Culture of Reflective Practice to Solution-Focused Coaching and Intercultural Competency Training, our team has embraced opportunities to strengthen our skills and deepen our impact.

Training like *the London Bridge Study Tour*, *Teacher Talk*, and *4 Seasons of Indigenous Learning* has helped us build a more inclusive, informed, and supportive environment for the children and families we serve.

Together, we're creating stronger teams and brighter futures—with no limits ahead.

DATA

STATEMENT OF OPERATIONS



CHILD CARE ALGOMA

STATEMENT OF OPERATIONS YEAR ENDED DECEMBER 31,

	2024	2023
Revenue		
Parent fees	\$ 5,231,697	\$ 4,302,845
District of Sault Ste. Marie Social Services Administration Board	5,058,234	5,168,777
Algoma District Services Administration Board	1,634,819	1,564,384
Algoma Family Services	64,632	73,294
Interest	-	264
Other revenue sources	225,423	129,172
Amortization of deferred capital contributions	168,345	169,957
	12,383,150	11,408,693
Expenditures		
Advertising	32,300	39,127
Amortization	175,234	176,846
Bad debts	(2,149)	17,536
Bank charges	22,697	13,530
Food	407,518	366,385
Insurance	34,052	31,510
Municipal Taxes	21,201	20,390
Professional fees	28,846	19,384
Program and office supplies	437,647	472,083
Providers - private care	1,300,205	1,048,338
Purchase of services	245,141	209,681
Rent and storage	189,027	92,084
Repairs and maintenance	575,275	461,668
Salaries and benefits	8,709,183	7,960,806
Telephone	24,640	31,740
Travel and training	83,984	37,153
Utilities	36,642	35,264
	12,321,443	11,033,525
Net revenue (expenditure)	\$ 61,707	\$ 375,168

DATA

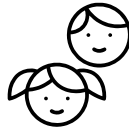
EARLYON VISITS

The EarlyON programs continued to support children, families, and communities through playgroups, outdoor activities, parenting programs, and food security initiatives.

With growing participation across all areas, we are proud to help build stronger foundations for families and a healthier future for our communities.



Program



Children



Adults

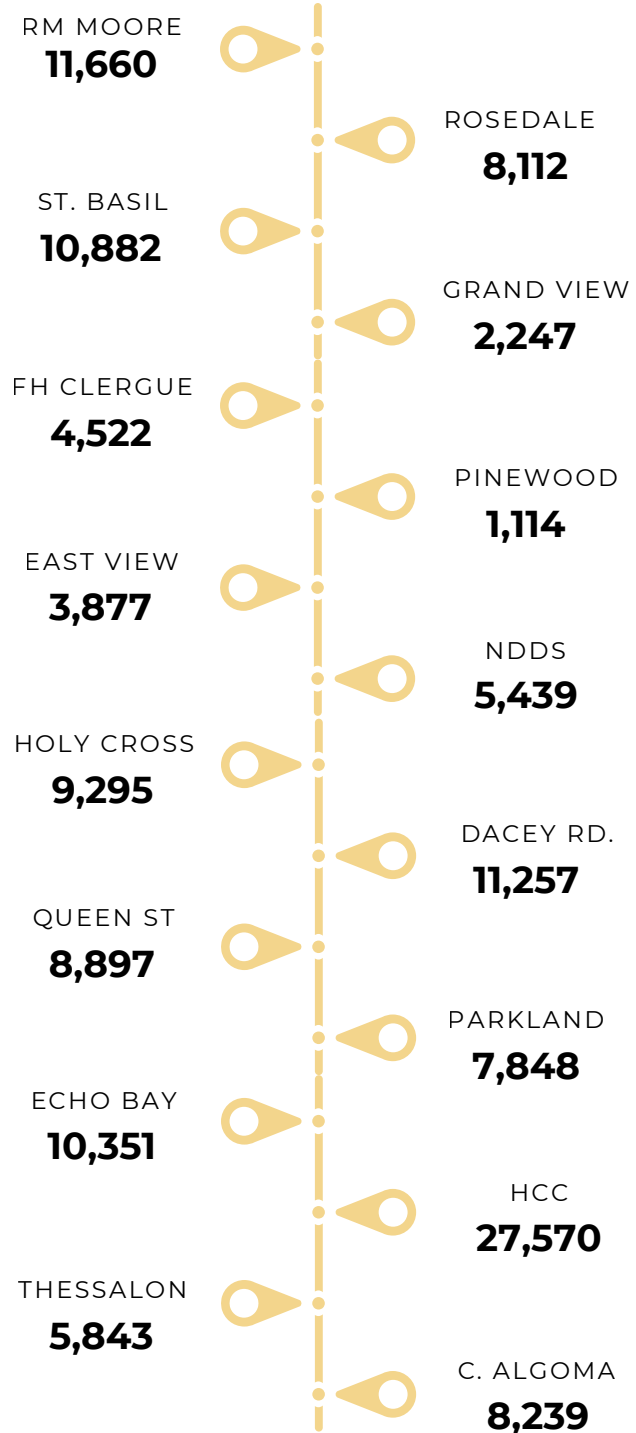
▶ HOLY ANGELS	3066	1954
▶ HOLY CROSS	3554	2725
▶ ROSEDALE	3698	2313
▶ ST. BASIL	1422	914
▶ BOREAL	478	392
▶ RIVER VIEW	260	255
▶ CENTRAL ALGOMA	1199	989
TOTAL	13677	9542



DATA

UNITS OF CARE

These numbers highlight the growing impact of our child care programs across Sault Ste. Marie and Central Algoma. We're proud to support families with quality care and nurturing environments in every community we serve.



EMPLOYEE OF THE YEAR



Nadia Tassone

“

Nadia is a kind, compassionate RECE and a wonderful mentor. This past year Nadia was called upon quite unexpectedly to be a full-time designate at the Queen Street location. She graciously accepted the role, without hesitation, and truly demonstrated her commitment to the Queen St. location and to Child Care Algoma.

Nadia's hard work, passion and flexibility were evident every day as she welcomed new families and assisted with all the September transitions. She led her team with care and worked through many challenges with a positive, professional outlook. We are truly thankful for her willingness to take on that role and for all the support, care and guidance she provided.

”

“

Kim consistently goes above and beyond to make every child feel safe, valued, and included. Her calm, kind presence is felt in everything she does—from sparking curiosity through creative inquiry projects to spending personal time finding unique materials for the children to explore.

Kim also shows up for kids beyond the program, cheering them on at recitals and games or sending flowers when she can't attend. A constant source of support and positivity, Kim uplifts her team and helps create a caring, inspiring environment. We're so grateful for her dedication, creativity, and heart.

”



Kimberly Jackson

YEARS OF SERVICE

5 YEARS

KRISSY STRICKLAND

HOLLY HURLEY

ANGELA DAWSON

ALICIA STEWART

JULIA BARALUK

CLAIRE LAFRENIERE

CASSIDY MCFAYDEN

HEATHER BERG

LAURA NADON

LAUREN GAETANO

CALLY TORRANCE

AMY IZYDORCZYK

SANDRA DELUCA

10 YEARS

PAMELA DUBOIS

DANIELLE CONWAY

ASHLEY YOUNG

MARGARET LYNNE ECKFORD

15 YEARS

PATTI BROWN

20 YEARS

JUNE MASECAR

25 YEARS

ERIN HAMILTON

MARCIE SLOBODECKI

30 YEARS

CARMELINA FILICE

35 YEARS

SUZANNE MANSON

LUCY GINGRAS



COMMUNITY PARTNERS

THANKS

We sincerely thank all our partners for their trust, support, and collaboration. Your contributions have been key to our progress and impact.

We value this shared journey and look forward to continuing our work together. Thank you for being part of our mission.



FAMILY TESTIMONY

“

My family and I just wanted to take a moment to express how thankful we are to be a part of Child Care Algoma.

Many parents can relate to being anxious when starting their children in daycare.

Our son, Dylan, was born with multiple unique abilities and different needs, so he required extra support and attentive care within a daycare environment. During our time living in Brantford, we struggled to find suitable childcare that could support Dylan's needs, provide developmentally appropriate experiences, and as a whole feel comfortable caring for him. From day one with Child Care Algoma, we felt secure knowing our son was in capable hands and that his safety and well-being were a priority.

When Dylan started school at Parkland, we were cautious of what his day-to-day routines would look like and how he would manage in such a different, and more overstimulating environment with more children. When joining the Before & After School program with Child Care Algoma, we instantly felt at ease knowing that the supervisor and all the educators were working diligently to ensure that Dylan had a smooth, stress-free, and enjoyable day.

They engaged in constant communication with us, and we worked collaboratively to find unique ways of accommodating the program to support Dylan in his new environment. Right away, the little details that each educator added to the program were evident.



The Anderson Family

When summer rolled around, Dylan was accommodated to spend the summer months in the preschool room at Parkland, since it was more developmentally appropriate. To our pleasant surprise, Dylan's progress increased tenfold. He began socializing with peers, trying new foods that he had never tried before, and began communicating much more fluently. He truly thrived. Every day the teachers work so closely with Dylan teaching him new skills from dressing in outdoor clothing, writing numbers, and kicking the ball in the gym. Dylan has become such an independent, polite, happy boy, and we can only thank the teachers for all of the hard work put in from these programs.

We transferred our daughter Abby to the Eastview site once a space opened up closer to home, and although we did first miss our friends from the previous daycare, we found Eastview to be very welcoming and a great environment where she can truly thrive. Every day is filled with art, music, reading and play. Each teacher has been so inviting and we feel incredibly comfortable knowing that she is in great hands.

The love, care, support, and advocacy for my children from both Parkland and Eastview has made leaving my children in the care of others much easier while my husband and I go to work. We know that Child Care Algoma not only supports our children and encourages them to learn and grow, but they also go above and beyond to support us as parents as well.

”

The Anderson Family

THANKS

FOR YOUR PART

TOGETHER, WE ARE CREATING THE
WORLD WE WANT TO LIVE IN.



"Tiny explorers on a big adventure."



"The Wonder In Our Wonderful World"



"Learning and growing together."



"Where creativity begins."



"These hands are full of wonder, ready to explore the world"



"Smiles you can feel."