

A child's



**FAMILY CHILD CARE SERVICES
OF NIAGARA**

**ANNUAL
REPORT
2019**

A CHILD'S WORLD FAMILY CHILD CARE SERVICES OF NIAGARA

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A Child's World Mission Statement: "To Provide Quality Early Learning and Child Care"



MESSAGE FROM KIM COLE – ACW EXECUTIVE DIRECTOR ERIN AMIRAULT – ACW BOARD OF DIRECTORS CHAIR

Each year A Child's World produces a year end Annual Report. This report assists us to reflect on the previous year. It gives us an opportunity to ask ourselves; What were our accomplishments? What are we thankful for? Were we successful? Did we fulfill our mission?

As we reflect on 2019 we are proud to say that we were able to maintain the high quality of service and care that our families and children deserve. As always we have our amazing, dedicated Educators to thank for this. They are to be commended for their never ending enthusiasm and commitment to the career they chose to pursue. A career as an Early Childhood Educator is not an easy one. It is a physically, mentally and emotionally challenging profession. The rewarding part for them is often the smile on a child's face or the hug they get from a child. Your positive comments about their work always makes them proud as well.

Along with our professional associations, we continue to advocate at the provincial and federal government levels for a more adequate and stable funding system that would recognize the value of the work we do and more adequately compensate our Early Childhood Educators. ECE's wages still do not adequately reflect the value of their work or their level of education and experience.

We also want to thank the dedicated group of individuals who serve as our Board of Directors. They volunteer their expertise and time to guide the fulfillment of our Mission Statement. They are dependable, supportive, and committed to A Child's World and we are very thankful for their time and expertise.

A Child's World would also like to thank the parents for their continued confidence and support of our organization. Parenting is fun and rewarding but it is also hard work. We hope that A Child's World assists your family to get through each day with peace of mind and comfort knowing that your children are cared for, are learning and are loved by all the Educators they come in contact with. Thank you for choosing A Child's World for your child care needs.

Kim Cole, RECE, AECEO.C

Erin Amirault, Board Chair

2019 ACW BOARD OF DIRECTORS



Erin Amirault, **CHAIR**
Shannon Sutherland, **VICE CHAIR**
Wendy Coxon, **SECRETARY**
Sue Napper, **TREASURER**



Absent from photo: Casey

BOARD MEMEBERS

Nicole Henderson
Casey Knight
Matt Greenfield
Daniel Rolim
Jessica Plenzick

2019 ACW YEARS OF SERVICE

It is A Child's World's privilege to recognize and honor the staff who have dedicated their time and energy to A Child's World. We are so fortunate to have so many long term employees in our organization.

5 YEARS

Cherri Dobbie
Maartje Sliter
Sara Olsen
Jane Bochansky
Jane Taylor
Eilea Smith

5 YEARS Cont'd

Francine Caruso
Bobbi Caddick
Xiaoqing Zhu
Tara Langerap
Marlon Romyn

10 YEARS

Andrea Perrella

15 YEARS

Anna Warren
Linda Belanger
Kathleen Kiss
Barbara Dykstra

20 YEARS

Chris McIntosh
Ramona Cronkwright

25 YEARS

Tara DelVecchio

2019 ACW HEALTH & SAFETY UPDATE



For 13 years, ACW has been a part of the “Leaders in Safety” safety group sponsored by Dunk and Associates. The focus of the Advantage program is to develop and implement a comprehensive audit of the Health and Safety Management System (HSMS) and to improve our safety performance and culture, as well as maintain our Health & Safety systems. Karen Beardwood Fedun completed a Workwell audit of the organization and visited 11 of our locations. A Continuous Improvement Plan was created from the findings on where ACW needs to improve in order to meet compliance. However, the Safety Group is being changed and will now be the “Excellence” program. The Excellence program is a WSIB program in Ontario which helps firms manage a system for health and safety in the workplace. This is accomplished through mentoring, pooling of resources and sharing of best practices between members, Dunk & Associates (our sponsor), and the WSIB. Excellence program members can reduce their workplace injuries and illnesses and be rewarded with rebates on WSIB premiums.

Health & Safety Trainings provided to all employees:

- Worker Awareness
- WHMIS
- Back safe
- UMAB
- Fire Safety
- Standard First Aid & CPR C
- Food Handlers
- AODA
- Driver’s Safety
- Workplace Violence.
- Return to Work

	Yr. To Date 2019	Yr. To Date 2018
Total Incidents	41	61
Hazardous situations (no injury)	7	11
First Aid injuries	30	48
Health care claims	5	3
Lost time claims	2	1
Total number of days lost	3	5
Medical Leaves	23	24
Long term disabilities claim	2	5

Additional trainings provided to Management teams:

- Supervisory Competency.
- Investigation

- ✓ We received a rebate of 5.08% for our participation in Safety Group 2019. We also received the NEER rebate for our good performance index in WSIB claims.
- ✓ Water testing for all centres was completed and flushing is completed as per legislation.
- ✓ ACW’s Annual Health and Wellness Day was Thursday May 30, 2019. A Child’s World gave each employee a reusable metal straw in a small reusable bag as a gift in recognition of Wellness. All centres planned special activities that day for employees and children.
- ✓ Our ACW staff portal continues to work effectively by providing access to Health and Safety and Human Resource policies, forms, training, etc. online.

ANNUAL CHILD CARE WORKER & EARLY CHILDHOOD EDUCATOR APPRECIATION DAY

The 19th Annual Child Care Worker & Early Childhood Educator Appreciation Day was held on October 24, 2019. A Child’s World embraced the opportunity to recognize our Educators’ commitment and dedication to providing quality care for the children and supporting families at all of our sites by celebrating Educator Appreciation Day. A special treat of nachos and salsa were delivered to the teams at each site with a card saying “Nacho Average Educator”



2019 ORGANIZATIONAL EDUCATOR MEETING



The African proverb, 'It Takes a Village to Raise a Child' was the focus of ACW's Annual Educator Meeting held on Thursday, April 11 2019. Educators gathered at the Royal Canadian Legion in



Welland to share suggestions, success stories and methods to encourage family involvement at their Child Care Centres. A warm meal prepared by Classic Catering and delicious desserts were enjoyed by all. Years of Service pins were presented to Educators celebrating 5, 10, 15, 20, and 25 years with A Child's World. The 2019 Barb Sockovie Award went to Cathy Edkins and



Marena Doucette was the recipient of the 2019 Steve Noyes Award. Congratulations!



THE FOUNDATION FOR QUALITY CHILD CARE

For the year ended August 31, 2019 the Foundation for Quality Child Care raised net funds through the following Fundraisers:

Ricco Fundraiser	10,847
Family Festival	2,167
Staff Donations	1,204
Family & Friends Donations	700

A total of \$14,918 was raised and a total of \$13,118 was allocated to the centres.

In 2019 A Child's World served 1,515 families & cared for 2,103 children.

A CHILD'S WORLD-FINANCIAL OPERATING RESULTS

DECEMBER 31, 2019

REVENUE

Regional Funding	\$ 6, 043, 762
Tuition	3, 966, 618
Other	31, 843

TOTAL	\$10, 042, 223

EXPENSES

Wages and Benefits	\$ 7, 738, 761
Programs & Administration	939, 774
Occupancy	701, 052

TOTAL	\$ 9, 379, 587