

QUILTS OF CARE

Today's Family Early Learning and Child Care

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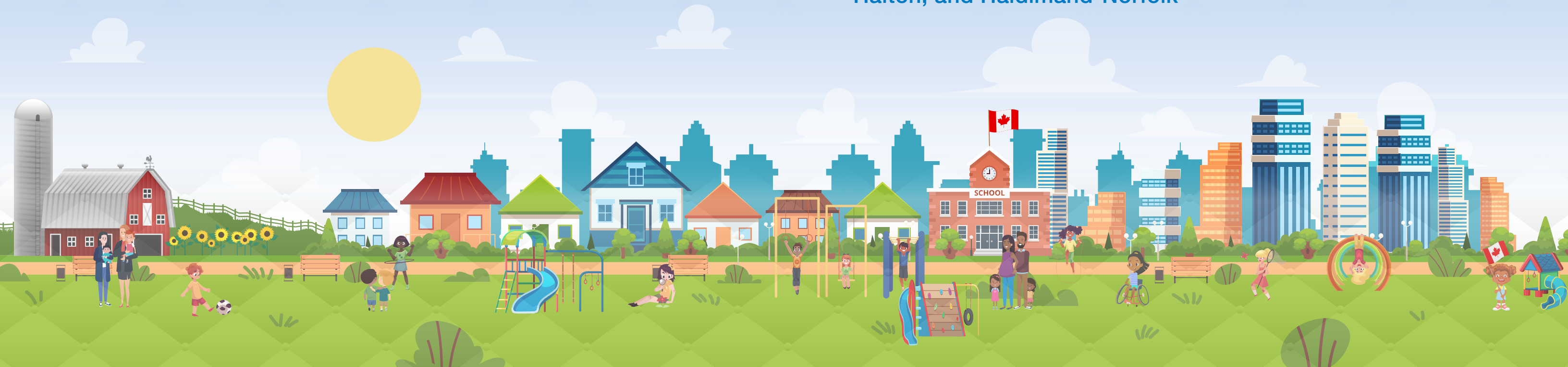
todaysfamily.ca

Legal name: Today's Family – Caring For Your Child
Charitable Registration Number: 0703553-01-14 April 1, 1985

Design + Illustrations: WISHART.NET

Today's Family 
Early Learning and Child Care

Providing warmth and comfort to families
living in neighbourhoods throughout Hamilton,
Halton, and Haldimand-Norfolk



Our Quilts of Care

Child care is essential, but it should also be warm and comforting.

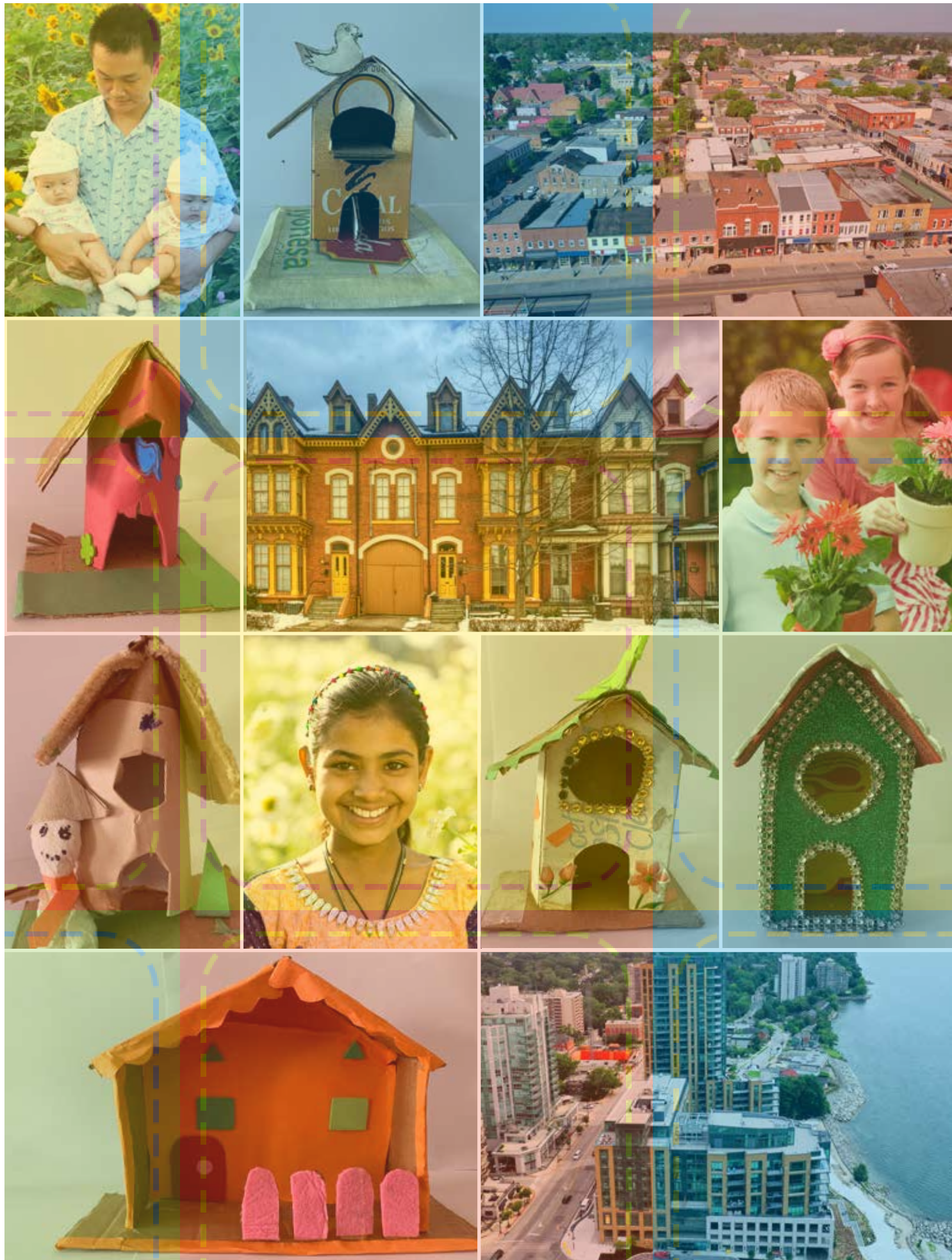
Early Childhood Education is where your children will grow and start their journey of becoming who they will be for the rest of their lives.

Today's Family believes that child care should be, well, full of care!

We stretch out our quilts of care across Hamilton, Halton, Haldimand, and Norfolk.

Are we in your neighbourhood?
Look and see!





A Year of Challenge and Growth

The 2020-21 report from the Board Chair and CEO

A report to the community from Board Chair Nancy Korstanje and Chief Executive Officer Marni Flaherty on behalf of Today's Family Early Learning and Child Care

Our annual report provides an opportunity for us to reflect on the year in question. This year, again, was like no other. If we've learned anything over the past twelve months, it is that a strong and relevant Mission, Vision and set of Guiding Principles and the right people are essential to guide us in the important work that is the mandate of Today's Family.

Rising to the Challenge

Throughout 2021, as doors closed because of the changing COVID restrictions and growing labour shortages, we are proud that ours remained open. In adverse times, our people showed great strength and perseverance to continue to do their best work for children and families in over 70 of our neighbourhoods. Among many milestones, our staff and providers led the provision of emergency child care, increasing the number of licensed child care spaces in our neighbourhoods to meet the needs of essential workers and families. Our ability to rise to the challenge of exceptional circumstances is a testament to the perseverance and dedication of everyone at the organization.

At Today's Family, we recognize that we didn't do this alone. They say one of the greatest gifts you can give is your time. Our committed Board of Directors, our talented

and caring licensed home child care providers, volunteers, staff, generous community members and partners gave just that – their unwavering time, as they listened to and acted upon the needs of Today's Family. Further, with the consistent support and guidance from our municipal and provincial partners, we've been able to increase opportunities for families in our three municipalities.

Through the changing restrictions to in-person programs, we offered virtual EarlyON programs, and facilitated another memorable season of summer camp; we didn't lose sight of what was most important – how children learn best. The pandemic continuously disrupted children's learning and development. Children had to navigate shifting rules for school and child care; they had to adapt to online learning and were forced to manage not interacting with teachers or peers. With tireless energy and creativity, we continued to create safe and healthy opportunities for children to learn and play with belonging, well-being, engagement, and expression – the foundations of how children learn best. No matter the obstacle, we were accountable for the children in our care.

Forward looking; Looking forward Lastly, we continue to look ahead toward the future. We recognize that

the future may hold unique challenges. But, in collaborating with our local, provincial, and national partners, we continue to be strong advocates for a bright future of our children. We believe that families need affordable access to regulated child care, that educators deserve competitive pay and work, and that every child deserves to grow up in a caring and inclusive world. We know that this is also imperative to economic recovery. This past year, we gained the confidence to be a more visible and more innovative in advocating for a National Child Care Strategy that has the potential to transform the future of the early years in Canada. Although great progress has been made, there is still a lot of work to be done to ensure that no family gets left behind.

We've learned a lot about who we are, who we serve and where we're going. We look forward to the year ahead, as we continue to work together to do what's best for children and families.

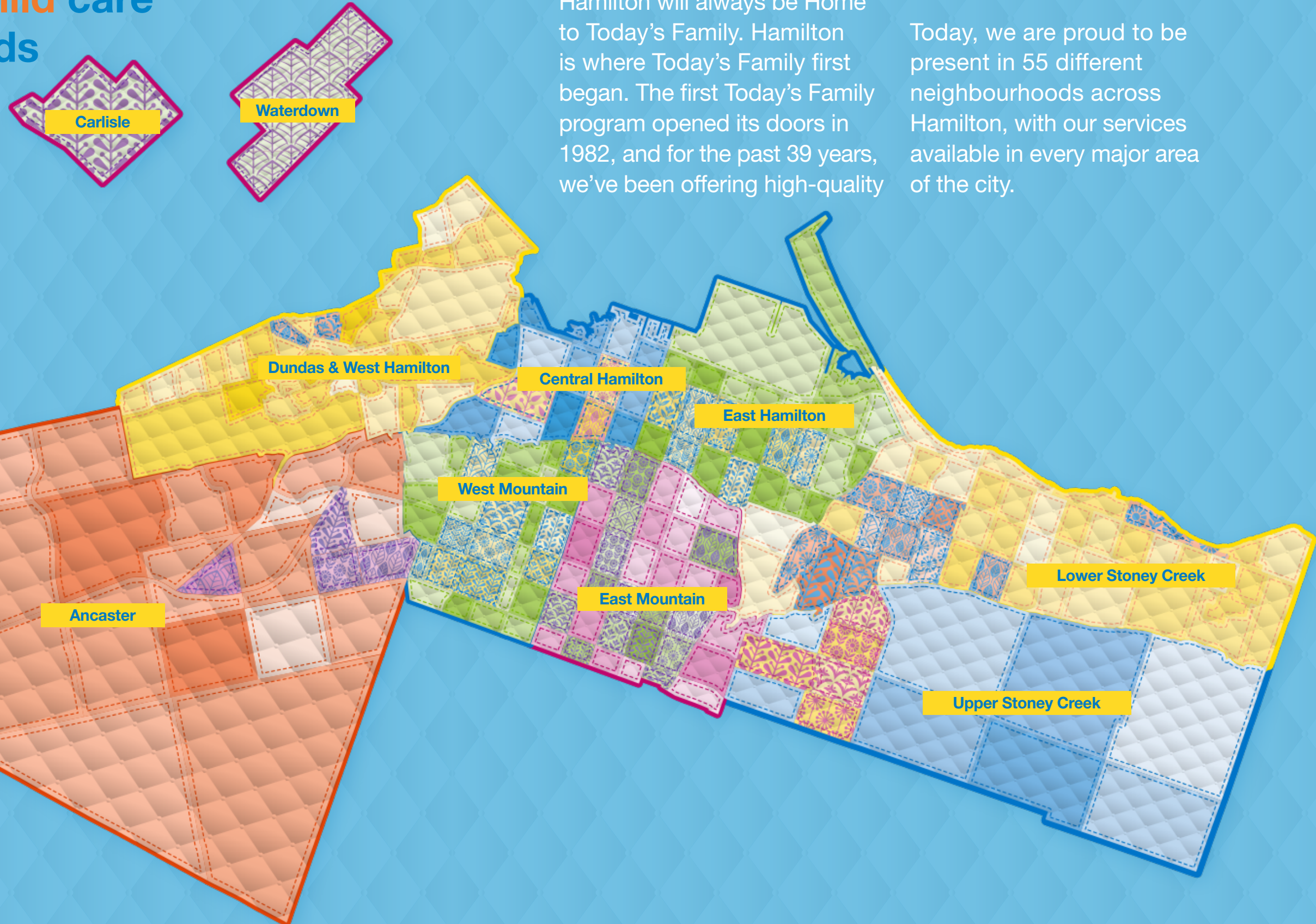
Nancy Korstanje

Nancy Korstanje
Chair of the Board of Directors

Marni Flaherty

Marni Flaherty
Chief Executive Officer

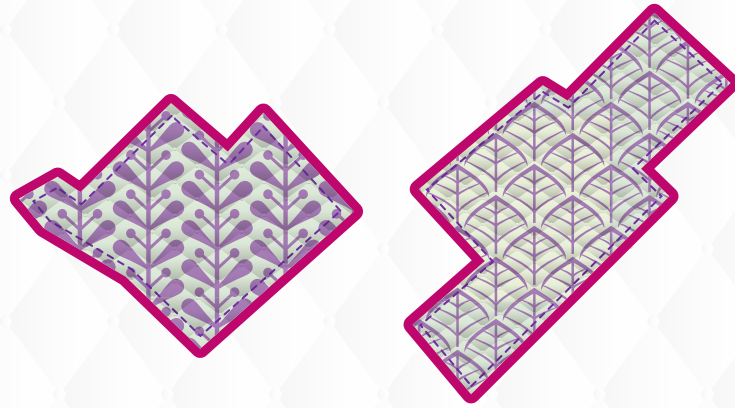
In Hamilton since 1982, we offer licensed **child** care in 55 neighbourhoods



Although we have since spread far beyond its borders, Hamilton will always be Home to Today's Family. Hamilton is where Today's Family first began. The first Today's Family program opened its doors in 1982, and for the past 39 years, we've been offering high-quality

child care that makes sense for you.

Today, we are proud to be present in 55 different neighbourhoods across Hamilton, with our services available in every major area of the city.



Carlisle
EarlyON *Child and Family Centre*

Waterdown
Licensed Home *Child Care*
EarlyON *Child and Family Centre*



West Mountain

Centremont
Licensed Home *Child Care*

Falkirk
Licensed Home *Child Care*

Gilkson
Early Learning and *Child Care Centre*
Before and After School Program

Gourley
Licensed Home *Child Care*

Greenington
Licensed Home *Child Care*

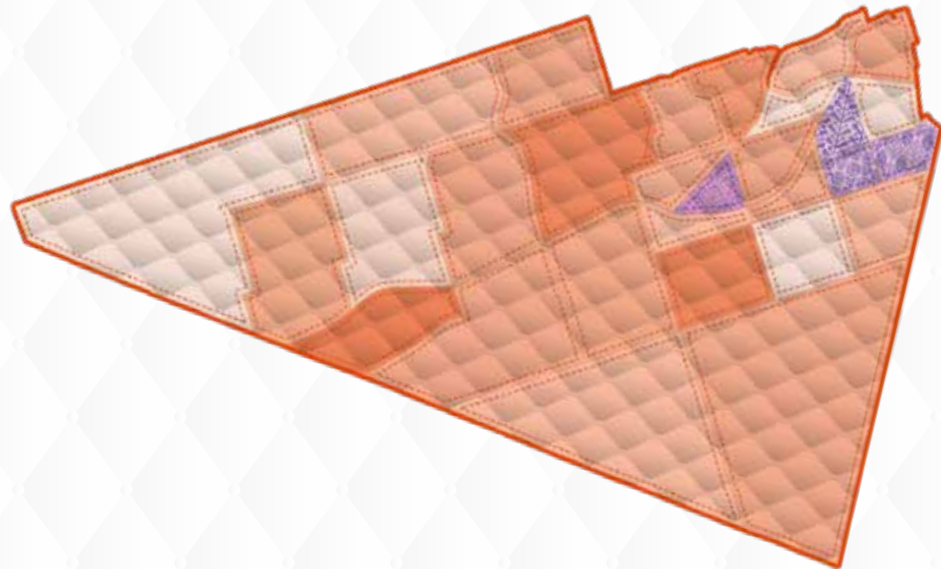
Gurnett
Licensed Home *Child Care*

Jerome
Licensed Home *Child Care*

Rolston
Licensed Home *Child Care*

Sheldon
Licensed Home *Child Care*

Westcliffe East
Licensed Home *Child Care*



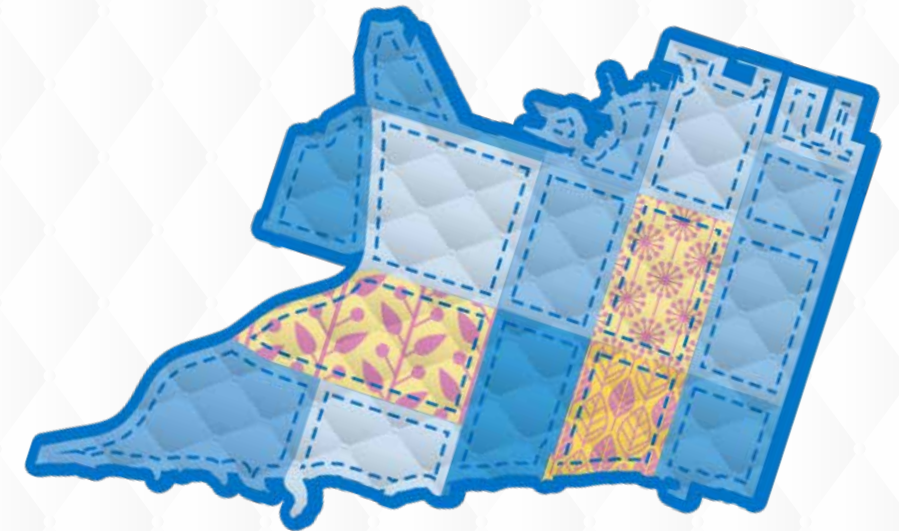
Ancaster

Lampman
Licensed Home *Child Care*
Early Learning and *Child Care Centre*
Before and After School Program

Leeming
EarlyON *Child and Family Centre*

Marritt
Licensed Home *Child Care*

Oakes
Licensed Home *Child Care*

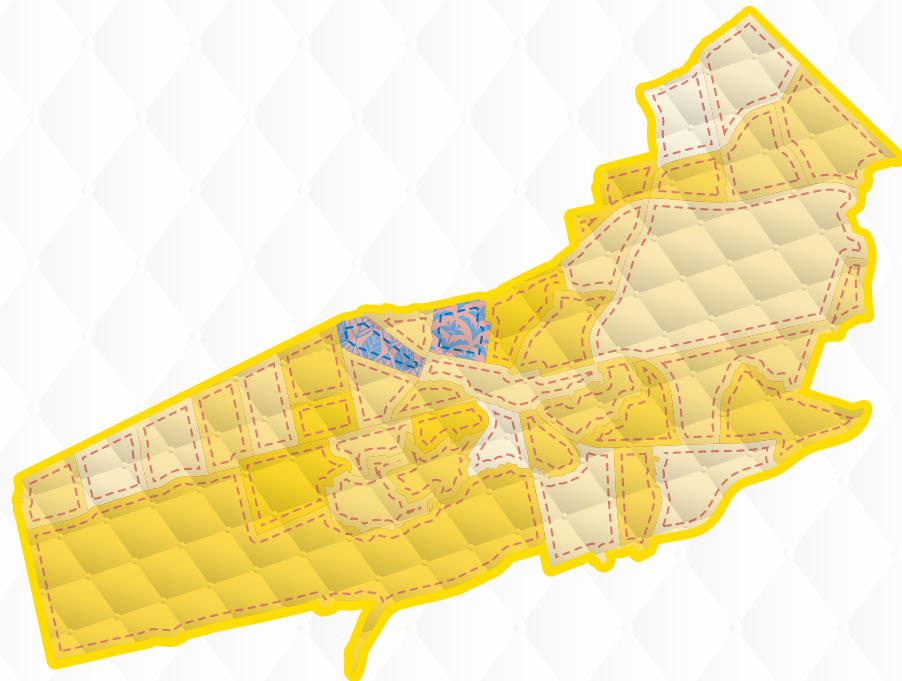


Central Hamilton

Beasley
Licensed Home *Child Care*

Corktown
Licensed Home *Child Care*

Kirkendall North
EarlyON *Child and Family Centre*



Dundas & West Hamilton

Spencer Creek
EarlyON *Child and Family Centre*

Sydenham
Early Learning and *Child Care Centre*
Before and After School Program

East Hamilton

Blakely
Licensed Home Child Care

Crown Point West
Licensed Home Child Care

Delta East
Licensed Home Child Care

Gibson
Licensed Home Child Care

Homeside
Licensed Home Child Care

Normanhurst
Licensed Home Child Care

Stipley
Licensed Home Child Care

East Mountain

Barnstown
EarlyON Child and Family Centre

Burkholme
*Early Learning and Child Care Centre
Before and After School Program*

Chappel East
Licensed Home Child Care

Eastmount
Licensed Home Child Care

Eleanor
Licensed Home Child Care

Hannon
Licensed Home Child Care

Huntington
*Before and After School Program
EarlyON Child and Family Centre*

Inch Park
*Before and After School Program
EarlyON Child and Family Centre*

Quinndale
*Before and After School Program
EarlyON Child and Family Centre*

Randall
Licensed Home Child Care

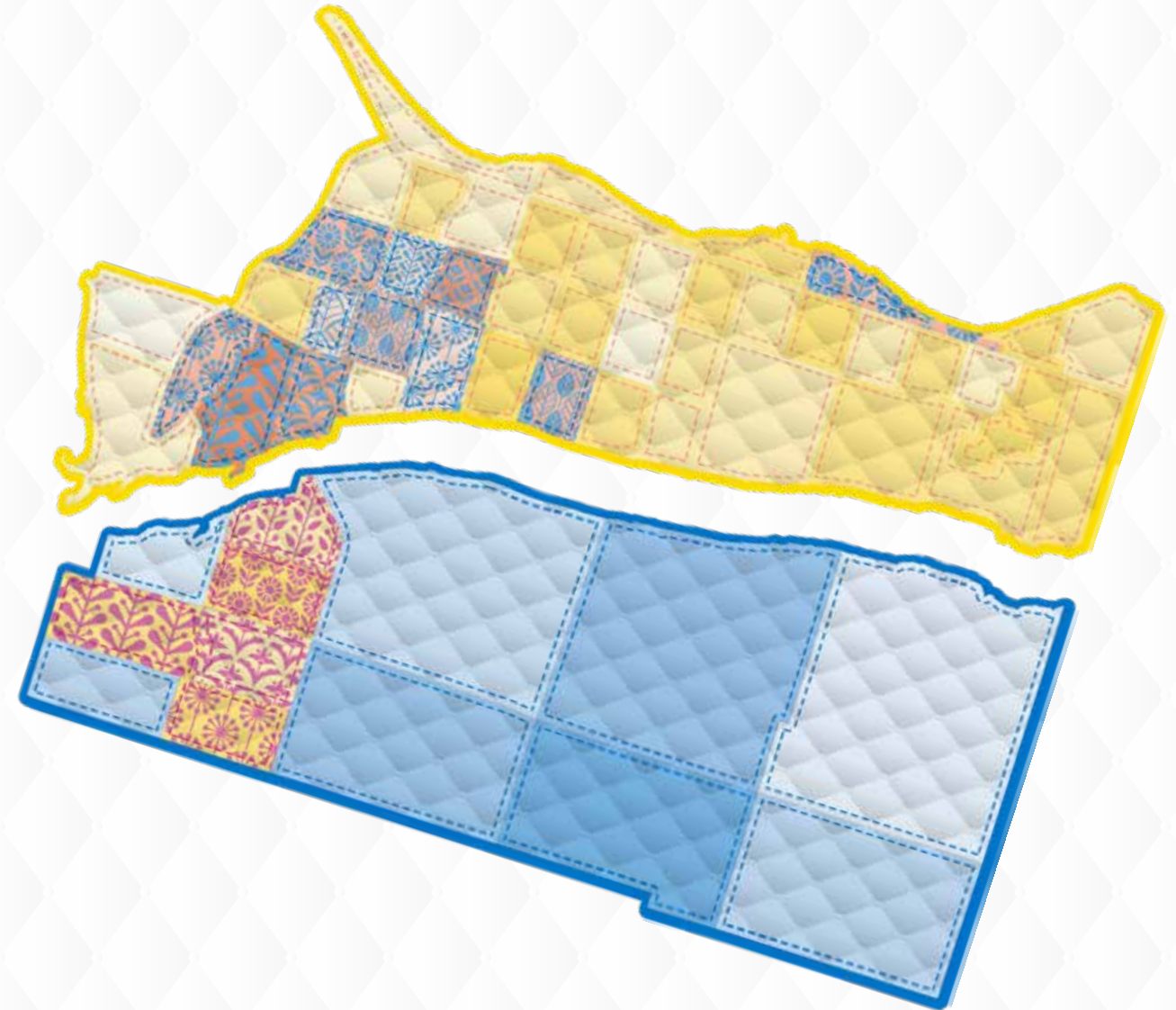
Rushdale
Licensed Home Child Care

Summit Park
Licensed Home Child Care

Templemead
Licensed Home Child Care

Thorner
Licensed Home Child Care

Trenholme
Licensed Home Child Care



Upper Stoney Creek

Felker
Early Learning and Child Care Centre

Highland
Licensed Home Child Care

Nash North & South
Licensed Home Child Care

Valley Park
Licensed Home Child Care

Lower Stoney Creek

Battlefield
Licensed Home Child Care

Gershome
Licensed Home Child Care

Greenford
Licensed Home Child Care

Kentley
Licensed Home Child Care

Red Hill
Licensed Home Child Care

Riverdale East & West
Licensed Home Child Care

South Meadow
Licensed Home Child Care

Stoney Creek
*Early Learning and Child Care Centre
Before and After School Program
Licensed Home Child Care*

Trillium
Licensed Home Child Care

Vincent
Licensed Home Child Care





Showcasing Generation Park

Together, with our partners at Arts for All, we've been able to expand arts opportunities to our Haldimand-Norfolk and Halton programs, bringing arts education closer to our diverse, rural neighbourhoods. From Port Dover to Burlington, **children** have been engaged in a diverse range of arts activities, including spoken word poetry and breakdancing. These new experiences have helped create a **child-led** sense of belonging across our programs.

In addition to the after-school arts collaboration, our **children** had

participated in summer arts programming through Arts for All's Artasia program, allowing **children** to put together and present a community arts project. This summer our **children** were involved in the creation of "Generation Park", a digital space using ROBLOX, created by **children** to exhibit their stories, voices and artworks. Generation Park explores themes of building empathy, understanding of land-embedded histories, and celebrating each other's uniqueness and differences. In this virtual space, **children** explore each others neighbourhoods and creations,

embedded as 2D and 3D models.

This project is a leading example of how **children** learn best with belonging, engagement, well-being and expression at the forefront. Our partners at Arts for All have played a significant role in ensuring that the importance of arts education did not get lost during the pandemic – if anything, together we've been able to get creative in increasing our reach to **children** where they are.

Generation Park can be viewed online at www.artsforall.co

Collaboration: Our Community Partners

Affiliated Services for Children & Youth
 Arts For All
 Association for Early Childhood Educators, Ontario
 BGC Hamilton-Halton
 Bike for Mike
 Brant Haldimand Norfolk Catholic District School Board
 Bronte Creek Provincial Park
 Canadian Association of Family Resource Programs
 Canadian Child Care Federation
 Carlisle Church
 Catholic Children's Aid Society of Hamilton
 Centre3 for Print and Media Arts
 Centre de Sante Communautaire
 Children's Aid Society of Hamilton
 City of Hamilton
 Community Living Burlington
 Family Day Care Services
 Fanshawe College – Simcoe Campus
 Grand Erie District School Board
 Halton District School Board
 Halton Region
 Hamilton Centre for Civic Inclusion
 Hamilton Community Foundation
 Hamilton Conservatory for the Arts
 Hamilton District Chamber of Commerce
 Hamilton Public Library
 Hamilton Roundtable for Poverty Reduction
 Hamilton-Wentworth Catholic Child Care Centres Inc.

Hamilton-Wentworth Catholic District School Board
 Hamilton-Wentworth District School Board
 Haldimand-Norfolk REACH
 Haldimand & Norfolk Social Services
 The Halton Resource Connection
 High Five – Quality at Play
 Home Child Care Association of Ontario
 Knox Church
 Learning Enrichment Foundation
 Lynden Church
 Marshall Memorial Church
 Milton Community Resource Centre
 Mohawk College
 Ontario Nonprofit Network
 Parks & Recreation Ontario
 Quality Early Learning Network
 Reach Out Centre For Kids
 Regional Municipality of Haldimand Norfolk
 Sheridan College
 Social Planning and Research Council of Hamilton
 St. Matthew's House
 Umbrella Child and Family Centres
 Waterdown District Children's Centre
 Wee Watch Hamilton
 Wesley Urban Ministries
 YMCA of Hamilton / Burlington / Brantford
 YWCA Hamilton

Our Board of Directors

Nancy Korstanje Board Chair
 Jeff Vallentin Vice Chair
 Tara Groves-Taylor Director
 Don Jaffray Director
 Jay Llewellyn Director
 Victoria Long Director
 Jon Mason Director
 April Morganti Director
 Taylor Ormond Director
 Medora Uppal Director
 Jason Vandenberg Director
 Andrew Welland Director

Our Leadership Team

Marni Flaherty Chief Executive Officer
 Brenda Ferguson Chief Operating Officer
 Alex Webb Director of Finance
 Leah Barclay Director of Operations
 Brian Petersen Controller

Associate Directors:

Kristina Bock, Brooke Hyatt, Nazia Mohammed, Bernadette Noon, Melissa Stenhouse

Today's Family Strategic Plan 2022-2025

STRATEGIC PRIORITIES:

We will focus on financial strength and stability



We will invest in our people



We will embrace and embed a commitment to Equity, Diversity, and Inclusion in our culture and our practices



We will promote Today's Family collaborative model to lead early learning and child care system development



Jonathan: Growing up with Today's Family

Jonathan started with Today's Family as a 4-year-old camper before becoming a youth leader and, currently, one of our excellent and caring day camp counsellors.

Much of Jonathan's employment with Today's Family has been part of our Canada Summer Jobs funded positions, paid-employment opportunities supported by the Federal government intended to engage young people in the workforce.

His caring leadership, enthusiastic personality, and thoughtful approach greatly impact the experience of the many children and families we serve each summer. He shows up, ready

to make memories. He wants what's best for children.

Positive, memorable experiences
Jonathan is studying music education at Western University with hopes of becoming a music teacher. Leading with Today's Family has helped prepare him for his future in education. By leading groups, facilitating creative activities, and even teaching guitar, he is looking forward to a career in helping young people learn through the arts. His experience with Today's Family as a child has inspired him to give back as a mentor and to help influence positive and memorable experiences for children in his camp programs, similar to the way his camp

counsellors did for him when he was a camper. He best describes his transition from camper to counsellor as "experiencing a sage of Today's Family."

Jonathan looks forward to coming to camp every summer. He especially looks forward to the "Today's Family Classic Kickball Tournament," a camp-wide community event that takes place every summer. Children practice all summer for the final tournament and look forward to welcoming their families to watch them play.

Today's Family looks forward to what Jonathan does next. He has many little fans cheering in his corner.



Gilkson kids get stuff done!

This year, Today's Family partnered with Community Fridges Hamilton to open Hamilton's very first community fridge in the Gilkson neighbourhood (located at our Greendale site). The fridge belongs to the community and is accessible 24/7, offering a place to donate or access fresh food and non-perishable items. It serves to decrease food insecurity in the community by offering access to food within close walking distance to those who need it.

Sharing is in our roots. Our community garden has nourished the community for many years. In collaboration with Green Venture's Grow A Row program, our children and neighbours have been given space and resources to grow their own food. After each

harvest, our children set up produce stands to share what they've grown with the community. Neighbours also add fresh produce from the garden to the new community fridge.

Upon the fridge's delivery to 44 Greendale Drive, children from our R.A Riddell before and after school program saw an opportunity to contribute their talents to the new community initiative. Together, they brainstormed a design with the intention that it would promote empowerment and belonging. After a few coats of red, blue, and green, a few hand-drawn fruits and vegetables, the fridge was open to the neighbourhood. Their creativity and caring helped make the fridge

inviting and welcoming to all. Their quote "Give what you can. Take what you need" reflects the intention of the space, allowing all to contribute to the resource in any which way that they can. The children featured in the photo are the artists behind the colourful and thoughtful design of the fridge. Their contributions prove that children are great leaders in our neighbourhoods – partners in caring.

At Today's Family we believe that, together, we are better. This collaboration has furthered our work in establishing a "community hub" within the neighbourhood – with our child care centre, community garden, and community fridge – Gilkson is a community of belonging.

4000+

Over 4,000 children receiving licensed child care

572

Children in emergency child care

246

Fabulous Staff

116

Licensed home child care providers

51

Youth employed through Canada Summer Jobs

74

Communities served

29

Centre-based programs

20

Virtual EarlyON programs

In Haldimand-Norfolk since 2015, we offer licensed **child** care in nine communities



In 2015, Today's Family happily and excitedly opened our first **child** care programs in Haldimand and Norfolk counties. Today, we are proud to offer **child** care programs in nine different communities across the region, and we are still expanding! Today's Family dreams of a future where all families in Haldimand and Norfolk counties can access **child** care that works for them.

Norfolk

Townsend

Boston
Before and After School Program

Waterford
Before and After School Program

Charlotteville

Walsh
Before and After School Program

Middleton

Delhi
*Licensed Home **Child** Care*

Haldimand

Caledonia
*Licensed Home **Child** Care*

Hagersville
*Licensed Home **Child** Care
Before and After School Program*

Woodhouse

Port Dover
*Early Learning and Child Care Centre
Before and After School Program
EarlyON Child and Family Centre*

Simcoe
*Licensed Home **Child** Care
Before and After School Program*

West Lynn
Before and After School Program



Crystal: A Partner in Caring

Crystal is one of our long-time, talented and caring licensed home **child** care providers in the Crown Point neighbourhood of East Hamilton. She is a giver by nature and wants what's best for **children**. In 2021, Crystal celebrated twenty years with Today's Family, having provided licensed **child** care out of her home for over 200 **children** and families.

Crystal believes in **children**. She believes that messiness promotes learning, and that laughter is essential to building happy **children**. Since the beginning of her adventure with Today's Family, Crystal has always wanted her program to feel like home – an inviting and welcoming place for **children** to play and for families

to share and connect. Families in the neighbourhood continue to remain in contact with each other and Crystal through online groups, where families are a part of a supportive circle, even after the doors close for the day.

As pandemic restrictions have continued to change and put pressure on families, Crystal has kept her doors open to those who need her most. She takes a great deal of diligence when it comes to keeping the **children** in her care safe. During COVID, Crystal has increased cleaning protocols, encouraged physical distancing, and performs regular well-being checks with families. She has demonstrated great leadership within the community, leadership that fosters

belonging, caring, accountability and collaboration.

With Crystal's partnership with Today's Family, we have been able to increase the amount of licensed **child** care spaces within Hamilton, including in the lower East part of the city. Licensed home **child** care provides many unique opportunities to families, including offering flexibility for families, smaller groups that allow for more one-on-one care and relationship building, and are located within close proximity in neighbourhoods of families.

Her eagerness to continue doing what she loves has a continued impact on the well-being of **children** and their families.





Financials

Year ended March 31, 2021

**Today's Family –
Caring For Your Child**

**Total Revenue
of \$13,166,846**

Sources:

● A	Subsidized Child Care Fees	\$	2,034,640	15.45%
● B	Child Care Fees		1,906,331	14.48%
● C	City of Hamilton		3,894,865	29.58%
● D	Halton Region		492,030	3.74%
● E	Norfolk County		518,858	3.94%
● F	EarlyON		971,907	7.38%
● G	Outreach Services		14,085	0.11%
● H	Federal Government Assistance		3,334,130	25.32%
	Total Sources	\$	13,166,846	100%

Uses:

● A	Salaries and Benefits	\$	7,210,166	54.76%
● B	Home Child Care Providers		2,245,327	17.05%
● C	Program / Other Costs		1,295,197	9.84%
● D	Rent and Occupancy		455,695	3.46%
● E	Amortization of Assets		239,696	1.82%
● F	Surplus		1,720,765	13.07%
	Total Uses	\$	13,166,846	100%

Copies of financial statements audited by Pettinelli, Mastroluisi LLP, Chartered Accountants are available through the Business Office of Today's Family.

Work and Family Connections
The Organization, which provides consultation in connection with family dependent care needs, was inactive throughout the year.



Today's Family is committed to promoting diversity, advancing equity and fostering a culture of inclusion.

Like many organizations, Today's Family has done a lot of learning over the past year.

We know that there is a lot of work to be done to ensure that every **child**, family, staff member, provider, and member of the community feel like they belong in our spaces.

In 2021, Today's Family has undergone an equity assessment of our organization to support us in working towards eliminating barriers for people to play, collaborate, work and care in our neighbourhoods.

Looking to the future, Today's Family is committed to being thoughtful in working toward meaningful Equity, Diversity, and Inclusion.

OUR MISSION

Working together to enrich today's families, we want what's best for children.

It is about belonging Our programs cultivate authentic, caring and inclusive relationships and connections to create a sense of belonging among and between children, adults and the world around them.

It is about well-being We believe that every child is developing a sense of self, health and well-being. Our programs nurture children's healthy development and support their growing sense of self.

It is about expression Every child is a capable communicator who expresses themselves in many ways. We foster communication and expression in all forms.

It is about engagement We value engagement. Our programs provide environments and experiences to engage children in active, creative and meaningful exploration, play and inquiry.

OUR VISION

That every child experiences the joy of learning through play.

All children have the right to play. Play is how learning happens.

OUR VALUES

Today's Family values caring, collaboration, accountability, inclusion, and innovation.

We care It is the essence of who we are. We care for the children who take part in our programs, for their families, for our staff and providers and for our environment.

We collaborate On our own, we can teach, help and care for the children in our midst. Together, with other organizations, we can help to make change and chart new directions for all children.

We are accountable Our primary accountability is to the children and families we serve. It is our job to make sure they are nurtured and respected.

We are inclusive Today's Family is committed to promoting diversity, advancing equity and fostering a culture of inclusion.

We innovate We are creative and try new things. We embrace change and do things differently.

WE SERVE:

Children

We care for children in licensed home-based, centre-based, before and after school, and day camp programs.

We want what's best for all children.



WE SERVE:

Youth

We work with youth. With the support of federal Canada Summer Jobs funding, we employ youth and new professionals who help us lead our summer day programs each summer.

Our youth counsellors build positive mentoring relationships with our young campers.

WE SERVE:

Families

We engage families in EarlyON Centres, where parents, caregivers and children learn, grow and connect together.



WE SERVE:

Neighbourhoods

We are close to families.

We work to increase the amount of child care spaces in under-served and isolated neighbourhoods.

We know that living within close proximity to child care centres keeps families healthy and connected.

WE SERVE:

Future Educators

We work in partnership with local colleges and universities to create opportunities for new professionals to build a future of caring, collaborative, innovative and accountable Early Childhood Educators.



The Future of Child Care

We want what's best for children today and tomorrow. We collaborate with local, provincial and national partners to advocate for affordable, accessible, and inclusive child care for all families. We know that a National Child Care Strategy is critical to the life-long development of children across Canada.