

BOARD PRESIDENT AND CEO REPORT

This past year has been marked by transformation at both Family Day and in child care in the Province of Ontario.

Most significant, perhaps, is the beginning of the implementation of the regulations related to the new Child Care and Early Years Act. This transformational legislation has informed a large part of the work in the child care sector as well as at Family Day. As part of this, the agency realized a major accomplishment this past year with the completion of Program Statements for our centre and home child care programs. These statements reflect collaborative learning and will be rolled out in our programs in an intentional and thoughtful manner.

Another major milestone for Family Day in 2015/2016 was the creation of our new strategic plan. Strategic planning firm MacPhie and Associates collaborated with, and supported, the agency throughout this process, which included extensive feedback from a range of external and internal stakeholders. With broad engagement of staff and the board, Family Day developed three major objectives to take it through the next five years. And, within the context of major sector transformation, the vision and mission of the agency were refreshed.

As Family Day heads into its 165th year, we are looking back – and forward. In particular, we are taking note of three key themes that have sustained us for this long and will continue to lead us into the future: our collaboration with many partners in the non-profit sector, which we value and plan to expand; our ability to change and adapt to new programs and services as society changes and evolves; and our ability to remain positive in the light of massive transformation, which allows Family Day to grow to meet community need.

As Board President and CEO, we would like to thank all of the board members for their valuable contribution to the organization. We would also like to extend our appreciation to the excellent staff members of Family Day who influence the lives of more than 4,000 children and families each and every day.

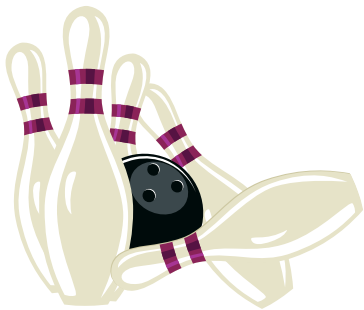
We are mindful of all of the changes ahead and will greet them with the same enthusiasm and dedication we have always put forward.



Michael Papadakis
Board President



Joan Arruda
CEO



Our annual fundraising event – the 5th Bowling for Family Day – was a great success. Thank you to our sponsors who helped to make it a fantastic experience for everyone.

Presenting Sponsor



Lane Sponsors



Contributing Sponsors



Friends



FAMILY DAY BOARD AND MANAGEMENT (as of March 31, 2016)

BOARD OF DIRECTORS

Michael Papadakis (President) • David Mousavi (1st Vice President) • Khethiwe Bhebhe (2nd Vice President & Secretary) • Louis Gambino (Treasurer)
Directors: Jackie Chavarie, Sherry Darvish, Chaya Kulkarni, Martha Lee-Blickstead, Elizabeth Moffat, Sathees Ratnam, Jesse Waltman

SENIOR MANAGEMENT TEAM

Joan Arruda, Chief Executive Officer
Diane Daley, Director, Development and Programs
Maureen Harrison, Director, Human Resources

MANAGEMENT TEAM

Janine Druery, Shelagh Karstoff, Nicole Lewis, Mary Lou Maher, Pat McDowell, Violet Robinson, Mary Sharifzadeh, Lisa Shortall, Mollie Zebedee



FAMILY DAY

Family Day Care Services
2015-2016 Annual Report
August 2016



FAMILY DAY

Family Day Care Services

155 Gordon Baker Road, Suite 400
Toronto, Ontario M2H 3N5
416 922-9556

familydaycare.com



facebook.com/FamilyDayCareServices



@FamilyDayGTA

Charitable Registration # 10737 5321 RR0001



United Way
Member Agency

WE ARE PROUD OF THE WORK WE DO

At Family Day, we take pride in our people, our programs, and our contributions to the many communities we serve. We'd like to highlight a few of those things here:



We Prioritize Social Inclusion

We believe in a workplace based on integrity and inclusion. Family Day has created several initiatives to give staff the knowledge and skills to address and reduce barriers in the workplace. One of these initiatives is a committee called VIBE (Very Inclusive Behaviour for Everyone), which works to foster mutual respect for all employees, regardless of gender, class, race, religion, disability or sexual orientation. One goal of the VIBE committee is to support staff in understanding cultural diversity through training sessions called “Bridging the Gap.” These sessions focus on topics like diversity, inclusion and conflict resolution. All Family Day staff members take part in Bridging the Gap; in 2015/2016 more than 200 people received training.



We Offer Evening Child Care

Family Day is one of the only child care agencies in the GTA to offer evening child care to families. Since 2014, we have offered an evening program at our Collegeside Facility at Sheridan College in Brampton for toddler to school-age children. Staffed by two ECEs, the program provides programming based on the HighScope curriculum. Children in the program receive homemade meals, nighttime snacks, indoor and outdoor play time, story time and cots for sleeping. The program, which accommodates 16 children, runs from 3:30 p.m. to 11:30 p.m. and benefits parents, particularly women, who do shift work. It provides parents with peace of mind, knowing their children are safe in a licensed centre with quality programming, healthy food and a family atmosphere.



We Train Staff to Be Leaders

Our staff members are very important to us and we are dedicated to their success. And, as part of our last strategic plan, we made a commitment to provide even more resources to our people. We now offer Leadership Training to all Family Day managers and supervisors on topics such as change management, problem solving, communication and relationship building. In 2015/2016, managers and supervisors also received the DiSC® assessment. DiSC® is a behaviour assessment tool designed to improve work productivity, teamwork and communication; it was brought on board to help our staff increase their self-knowledge, manage more successfully, and become more effective leaders.



We Are Committed To Healthy Kids

At Family Day, we are committed to the health and well-being of the children in our care. To this end, we revamped the menu in our child care centres in 2015 in an effort to bring further choice to centres with kitchens. We worked with a registered dietician to go over the guidelines outlined in the Canada Food Guide and give training to cooking staff. The new, culturally diverse menu focuses on wholesome, locally grown, non-processed foods. Children in centres without cooking capabilities receive meals from Organic Kids catering, a company dedicated to providing nutritious meals with high-quality, local ingredients. And children in our home child care locations receive healthy, freshly-prepared food from trained caregivers.

OUR VISION

A society where all children achieve their potential

OUR MISSION

Leading innovation in early learning, child care and family support services

Our Numbers

CHILDREN IN CARE (APRIL 2015 TO MARCH 2016)	
Child Care Centres.....	2,259
Licensed Home Child Care	950
ONTARIO EARLY YEARS CENTRES	
Children served	9,222
Parents/caregivers served.....	10,435
FAMILY DAY SEMINARS	
Parents and professionals attending.....	5,878
CHILDREN USING OUR RESOURCE PROGRAMS	
Flemington Park.....	1,609
Parkland.....	131
SPECIAL NEEDS RESOURCING (Toronto)	
Children served	155

Our Parents Weigh In...

- “Family Day is a wonderful program and provides good quality child care for families.”
- “I’m so grateful that Family Day is part of our family. The centre is amazing, the staff phenomenal and the food is healthy and good!”
- “I am very happy with my daughter attending Family Day. The staff is amazing and I feel as if she’s with family every day.”
- “Thank you for all the hard work, patience and creative energy that you have with our young children. You make it feel like home for us!”
- “Family Day is one of the best things that has happened to my child.”



We Value our Many Partnerships

Family Day understands the importance of our many relationships. We rely upon our municipal and provincial government partners, and are proud of our work on the government committees that influence our sector. Family Day works closely with a variety of non-profit organizations and associations, including the Quality Early Learning Network and the Home Child Care Association of Ontario. Our CEO is a board member of the Canadian Child Care Federation. Family Day is also a proud member agency of United Way. We are equally as involved in our communities; many of our managers and staff sit on several boards and committees in Toronto, York and Peel, such as the Child & Family Collaborative and the Middle Childhood Matters Coalition Toronto.