



Science requires close observation!

2022-2023 Annual Report

Child Care Sector - still moving Forward!

AGM Meeting, held Jun 21, 2023

Pot-Luck BBQ & Meeting

AGM '22-'23 Written and compiled by Dawn Forbes, Executive Director

Program reports contributed and written by Priti Bhatt, Paige Wallace and Scott Forbes

Dawn Forbes, Executive Director



It has been a beautiful year. Such wonders I get to see through the eyes of the children. The cover photo has so much going on there - there is wonder; curiosity; awe; amazement; questions; predictions; theories. Early Childhood Education is like this every day!



This is my first year as Chairperson for KPCC's Board of Directors. Following in the footsteps of Sachit Mehra has been a smooth transition with all the support I received from fellow board members.

It has been a great year to chair - lots of new exciting announcements and getting to know the staff have been the highlights. My daughter has really enjoyed being a part of the preschool program and this year, Aliya took part in the Nursery School program getting ready for kindergarten.

This year saw wages increase for all our staff; recognition for years of service pension benefits for staff who have been in the field for 15 yrs; 10 yr and 5 years; there was new money for equipment and furniture; indigenous & diversity enhancement and staff recruitment & retention. Amazon & local child care suppliers are also prospering from these grants.

I want to thank **The Winnipeg Foundation** for their continued support and constant care to address the needs of our centre and others. The Nourishing Potential grant and the Summer Camp grants are so important to our program, both giving children opportunities for food security and outdoor experiences.

Thank you all for your support to Kings Park Child Care Centre.

Ali Abuliziang, Chairperson, Board of Directors

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Audited Financial Statements for the year ending March 31, 2023

are on a separate document and on our website www.kingsparkchildcare.org

Financial Summary for 2022 - 2023



Net Assets

Past	2021 - 2022	\$188,808 Net Assets
Present	2022 - 2023	\$127,500 Net Assets
Future	2023 - 2024	\$12,490 Budgeted Surplus

Treasurer's Report

2022-2023

Hello everyone,

As the Treasurer of KPCC, it is my responsibility to report on the financial picture and to give you a general overview of our financial plan. The past two years of prosperity within the Child Care Sector has made my volunteer job on board quite rewarding.

Watching child care receive [three streams of grant funding:

- **Quality Early Learning and Environments Grant**: \$33.8 million to help improve aging infrastructure, equipment and materials; **[our portion is \$77,875]**
- **Enhancing Diversity and Inclusion Grant**: \$18.7 million to ensure children of all backgrounds and abilities feel a sense of belonging and have the ability to participate in programming through enriched curricula, space adaptations and staff-development opportunities; and **[our portion is \$44,500]**
- **Innovative Recruitment and Retention Grant**: \$7.4 million to implement creative and innovative strategies to recruit, retain and support a high-quality workforce and meet the demands of a rapidly growing sector] **[our portion is \$17,800]**

<https://news.gov.mb.ca/news/index.html?item=58298>

The announcement of \$10/day child care was fabulous news for parents. It has meant more administrative time for our management team to process the other side of this parent savings. The centre now receives a Parent Reduced Fee grant each quarter that covers the \$10.80 balance of the previous daily per diem of \$20.80/day. This grant, as like all others, requires extra time to process and ensure that funds are correctly allocated and properly recorded.

Wage Equity Increases in June 2022

KPCC updated our Working Salary Scale to reflect higher wages for our staff. While wage equity sounds like a fair and representational news bite, we like to point out that centers such as KPCC pays a much higher rent/sq ft than other centers, yet the funding is based on the number of children and rent expenses do not enter the equation. So KPCC continues to struggle between balancing the wages of our staff vs the programming wish-list.

Working in partnership with Mike, Ali, Yinka and the rest of the board members, we are always aware of the fragility of a non-profit child care centre. With the recent Multilateral Agreement for Early Learning, it has made our volunteer jobs as financial stewards so much easier. This next statement was in my report from last year - *"While in this fiscal year, we still held onto our restraints, not knowing what the details of the agreement would look like but I can assure you, next year's AGM report will be over the top with funding announcements and salary wage increases."* - to see the words bear fruit has been great news for all our employees and the families we serve.

Respectively, Shane Hintz, parent, community volunteer and treasurer for KPCC

I will be unable to attend tonight's AGM, but Mike Salchert will be filling in. Mike and I, together, have worked on the financials for KPCC for many years.

GRANT FUNDERS for 2022-2023

The grants and benefits received in this fiscal year totalled \$82,285.00

Thank you to each and every one of them.



- ***The Winnipeg Foundation***

- *\$10,000 Nourishing Potential Grant*
 - *For food security and kitchen supplies*
- *\$ 7,000 Summer Camp Grant*
 - *for our Summer Field Trips and Guest Artists*



- ***Federal Government of Canada***

- *\$29,717 Canada Summer Jobs 2022*
 - *Hired 7 students: Paige; Alyssa; Maggy; Tristan; Mahkuma; Katie and Owen*



- ***Provincial Government Education and Early Childhood***

- *\$332,795 Annual Operating Grant*
- *\$ 123,367 Inclusion Grant*
- *\$ 17,670 Pension Reimbursement Grant*
- *\$6,100 Employee Savings Investment Grant*
- *\$7,542 Staff Training Grant (to cover a CCA to attain her ECE class)*
- *\$9,466 Wage Bridge Grant (as a step to bring lowest wages up)*
- *\$4,259 Retirement Enhancement Benefit (for recognition of years of service)*

- ***Miscellaneous***

- *\$9,235 interest income*
- *\$7,000 Student Internship Program*

- ***Winnipeg Harvest***

- *Due to the high demands on the Winnipeg Harvest, we were able to opt out of the program thanks to the donation of the Nourishing Potential grant. We still continue to support any family experiencing food insecurity.*



Executive Board

- Ali Abuliziang, Treasurer* *2022 - present*
- Shane Hintz, Treasurer* *2014 - present*
- Karen Reimer, Secretary* *2014 - present*
- Priti Bhatt, Staff Representative* *2017 - present*

Members at Large

- Mike Salchert* *2010 - present*
- Yinka Olarewaju* *2015 - present*
- Emmanuella Otubelu* *2018 - present*
- Sheila Indar Singh* *2019 - present*
- Paris-Hail Gordon* *2021 - present*
- Omo Daramola-Atiku* *2022 - present*
- Ernest Dankwa* *2022 - present*
- Samuel Alugo* *2022 - 2023 resigning Jun 21, 2023*
- Jing Xu* *2022 - 2023 resigning Jun 21, 2023*

11 members are letting their names stand for re-election for the 2023 - 2024 year

There is one opening to complete the slate of 12 members

We deeply thank the resigning members for their dedication and support to KPCC.

We congratulate Sachit Mehra for winning his election to become the President of the Liberal Party of Canada. The leadership skills you generously shared with KPCC, helped to guide us through the Pandemic and numerous hurdles along the way.

Sachit Mehra, Board Chair 2013 - resigned September 30, 2022

Jing Wang 2017 - resigned March 2022

Mahid Ahsan 2017 - resigned August 2022

Our new Culture of Care Statement

Comprised and written by Scott Forbes 2022

Our Mission Statement

Our mission is to honour the experience of childhood by providing a safe, high quality, and holistic culture of care.

Our Philosophy

We believe in a community approach to child care, where collaboration creates the best outcomes. We believe that parents are the experts on their children, and so we believe that by working together we can create stronger outcomes than we can alone.

Our Vision

Our goal is to share our Culture of Care practice with the child care community at large. We intend to use these practices to expand our services to do our part to meet the ever-growing needs of the communities we serve. We see our practice as our true calling, our heartsong; and we are dedicated to sharing it with our communities.

Our practice is derived from a series of shared values, commonly practiced around the world. These values define our Culture of Care; a set of guiding principles that shape our practice, directing everything from our day-to-day interactions to our long term strategic goals.

Our Culture of Care is...

- 1. Loving
 - Love leads our program. Love for childhood, for the land, for each other. We want the best for those affected by our program. That means building relationships with each child, each family member, accepting them for who they are, and meeting them where they're at.**
- 2. Inclusive
 - Inclusion is quality in early learning and child care. When we think of a high quality program, we think of a program that meets the needs of each child, one in which they can thrive as who they are, regardless of any actual or perceived barriers. We collaborate with all stakeholders in a child's well-being to inform a more complete conversation about their growth and development.**
- 3. Holistic
 - Early Learning and Child Care means serving the whole individual, not only their physical and mental development, but their emotional and social growth as well. It means connecting with their family to build a more well-rounded picture of the whole person, and what their needs are. We accomplish this through an interpersonal lens of observation, documentation, and reflection. Using the relationships we develop within our community of practice, we take these three steps and identify goals, developing programming to help people meet those goals.**
- 4. Collaborative
 - Our greatest assets are the people around us. Through interpersonal communication, displayed documentation of experiences, and inclusive practice of multiple stakeholders, we create a truly collaborative place for everyone. We collaborate with the land as much as with each other, as we steward the healthy growth and development of it as we do for one another.**
- 5. Empowering
 - Our culture is meant to empower people to do their best. By building trusting relationships with each other, we can encourage one another to meet new challenges, embrace our responsibilities, and support each other through hardship. When we lead with love, think inclusively of one another, take a holistic approach to care, and collaborate to accomplish more together than we could alone, the result is empowerment of the people we serve, and of ourselves.**

***Please refer to the end of this AGM report for full
program write-ups and photos.***

Personnel Report

2022-2023

[presentations]

Our fabulous team of Early Childhood Educators! That says it all! Words always seem to underscore the genuine, heartfelt sentiments that I know many, if not all of you, share with me.

Summer Students from last year are no longer with us but have left a very big impression on KPCC. Hired under the Federal Government's Canada Summer Jobs, we had

- Paige; Alyssa; Maggy; Tristan; Mahkuma; Katie and Owen

Hired under the Provincial Government's Individual Support Program, we had

- Gabriella, Vongai, Debby, Angela, Hyeran and Jasleen

Child Care Assistants, they are the gifts we hire to support our ECE's. They give tirelessly, taking courses, learning everything they can to be the best support team.

Sunita - celebrates 5 years at KPCC! [presented with a 5 year pin] She has been gaining so much experience this year guiding a young child on the Autism Spectrum, scaffolding on her skill set of patience and quiet resolve. Sunita tells us she is seriously considering getting here ECE II and we couldn't be happier.

Rehana - enters her 4th year at KPCC, always bringing her peace and tranquil style into our vortex of chaos. She shares that gentleness with all the children but don't be fooled, she can still give you serious look that she means what she says, followed by a quiet chuckle.

Mahkuma - started here as a student volunteer and continued after as a part-time staff member, now holding a full-time anchor position in the school age centre with Gill. Mahkuma is another gentle soul At KPCC. Learning to be firmer with the SA gang and setting limits has been a challenge but one she is mastering everyday.

Crystal - celebrated her first year in May and completed her 40 hour CCA course with an "A" for Amazing! She has been honing her skills working with 2 children on the Autism Spectrum and with her own personal experience is able to bring a parent's perspective into the equation.

Tanya - a new staff member, who came to Canada from Ukraine several months ago. Tanya has her teaching degree in Early Years and brings to us a wealth of knowledge and experience that has

greatly enhanced our Additional Support Program.

Early Childhood Educators II, We have such an awesome team of people filled with passion and enthusiasm to this career, which in turn, heightens our quality of care and earns us so much respect from parents, caregivers and the community.

Hongjie - has completed 9 years at KPCC. Always smiling, determined to make a difference in the lives of Children, their parents, her fellow team members and her community. She rocks at getting things done - Whether it's shoveling snow, pumping water, pulling weeds or cleaning the garbage bin area out back - Hongjie never backs away from hard work! As she takes the next year off, we are ever grateful for having her in our child care center.

Quynh - celebrated her 1st year at KPCC. Her role as an anchor shift at the end of the day provides a positive and friendly experience with families and children. The 6:00 shift, as we call it, is a special shift that requires a gifted person - we are proud to have Quynh as that staff member.

Divya - celebrated her 1st year at KPCC, now working alongside Divya towards the end of the day. Always calm and willing to jump into the fray and tackle anything that comes her way. She likes the challenges of this position and we are stronger for it.

Hanxiao (Angela) - completed her ECE II training this past winter and has been engaging her skills into the preschool room benefiting the children and her team. She is an ECE-in-Training no longer!

Gill - was hired in October of 2022, bringing with her several years of experience; a wide range of education and training in Nature-at-Play; Science; Woodworking; Sewing, challenging children to try new things, to discover new things and to push for success whatever that might look like.

ECE Supervisors, Paige, Scott and Priti continue to dedicate so much time to mentoring; Peer-counselling; parent-centre relationships; Individual Support Program - meeting with Therapists, schools - principals to counsellors and families; recording, assessing and Running down "to-do" lists that Caroline and Dawn seem to always have ready to go.

Assistant Director and Executive Director, Caroline Driedger and Dawn Forbes, keeping it all together With the support of an awesome team!.

Presented by *Paris-Hail Gordon*, Board Member

KPCC Early Childhood Educators 2022

You made a Positive Contribution this year!

Staff who made a significant contribution in a short amount of time:

2022 Summer Students:

Alyssa (Summer Student) **returning in 2023**

Mahkuma (Summer Student) **hired as CCA in 2023**

Vongai (Summer Student) **returning in 2023**

Jasleen (ECE student-in-training) **returning in 2023**

(Maggy (Summer Student)

Tristan (Summer Student)

Katie (Summer Student)

Owen (Summer Student)

Paige M (Summer Student)

Gabriella (Summer Student)

Debby (Summer student & PT staff)

Hyeran (ECE student-in-training)

These staff were here while attending school and while their stay was short, their legacy will forever be remembered by children, parents and staff.

KPCC Early Childhood Educators

2022 - A Team of Excellence



Priti Bhatt	2010 - present	ECE II
Hongjie Cao	2014 - present	ECE II
Scott Forbes	2015 - present	ECE II
Sunita Chawla	2018 - present	CCA I
Paige Wallace	2019 - present	ECE II
HanXiao (Angela) Yan	2019 - present	ECE II
Rehana Khalid	2019 - present	CCA
Quynh Tran	2022 - present	ECE II
Divya Bhargav	2022 - present	ECE II
Caroline Driedger, Assistant Director	2007 - present	ECE II
Dawn Forbes, Executive Director	1984 - present	ECE III
Marselline Odongoh	2020 - quit	ECE II
Owen Driedger	2022 - quit	CCA
Sydni Reimer	2020 - works thru the school year as CCA	

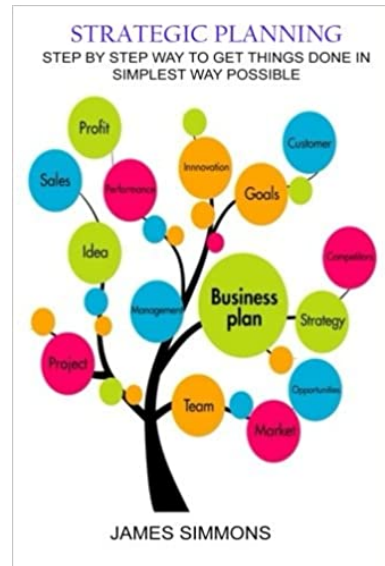
The Next 5 Years...

Our Strategic Plan has been developing over the year.

At the AGM an overview of the ordered steps/ stages through the past year of working on the KPCC new Strategic Priorities Plan As well as, sharing the Four Strategic Pillars / Priorities (possibly including some of the DRAFT goals and objectives).

[Sue Hemphill's report]

- Expansion to Bridgewater is still on the table and families living West of Pembina will be asked to participate and help us set goals for that project.
- Expansion and revitalization of 230 Dalhousie is temporarily off the drawing board to negotiate a new arrangement with our landlord at this address.
- With the landlord negotiations tentative - we have put the playground plans on hold.
 - Great News - we have received a total of \$150,000 towards the costs at this point in time.



"It takes a village to raise a child" is an African proverb that means that an entire community of people must provide for and interact positively with children for those children to experience and grow in a safe and healthy environment.

Our Preschool Program

Reflecting on the year 2022, as a supervisor at the Kings Park Child Care Centre, I am proud of the progress we made in our preschool program, which I have been actively involved in since 2019. As with any year, there were farewells and new beginnings for our team.

Firstly, I would like to express my heartfelt goodbyes to Marselline and Owen, who make valuable contributions during their time with us. We express our gratitude for their hard work and wish them all the best in their future endeavors. And to Hongjie who had to take a leave of absence due to personal reasons. Angela and Divya joined us from the school age program, adding their passion and dedication to nurturing children's growth, which has been truly remarkable. Additionally, Tanya joined our team in January of this year, bringing her excellent Early Years teaching skills from the Ukraine. Gill started in our program last October, sharing her experience and skills, and has since moved to the school age program this past spring. We are thrilled to have all these new team members on board.

Last year, we had a wonderful summer. We had many exciting activities like field trips to the children's museum and different parks, and visits to Deer Meadow Farms and Assiniboine Park Zoo, enjoyable water plays in splash pads, interactive sessions with Prairie Exotics, and calming yoga activities and so much more. It was a beautiful and memorable summer for the children, fostering their curiosity, connection with nature, and joyful experience. We look forward to another great summer this year!

To enhance our facilities, we introduced new supplies, such as a table set in the growing room. This set is specially designed for young kids and caters to the height of babies and toddlers, allowing them to comfortably have meals and engage in activities. Furthermore, we provided rain suits for all the children, enabling them to embrace rainy days, play in the mud, and create joyful memories.

Throughout the year, we continued to prioritize the children's development and interests. We introduced the Emergent Curriculum to our program. By observing children's play, we identified their passions and incorporated them into various webbing or theme activities. By doing so, we ensured that children were engaged and excited about their learning experiences.

As we reflect on the past year, I am grateful for the unwavering commitment of our team. Together, we created a nurturing and stimulating environment for the children in our care. In the year ahead, we will continue to embrace the beauty of childhood, fostering growth, learning, and happiness at our centre.



Priti Bhatt, ECE II, PS Supervisor

Our Infant / Toddler Program

We provide a safe and inclusive space for all. Over the course of our time last year in our infant growing program, we gained substantial knowledge to help children in their development and growth while constantly being on a learning curve along with them. We have worked on developing manners and social ethics in toddlers by teaching them how to use their words in order to express their feelings, their needs and to communicate with their friends and teachers.

Please let us introduce our programs of infants and toddlers in the growing room throughout the year. Our programs are safe and supportive to our children's families. We had built a safe soothing environment and separate play areas, secure open spaces (inside and outside), personal touches, simple interesting materials, child-size furniture, small physical challenges (interesting objects), diverse books (Thanks to some parents and staff who have donated).

Similarly, we have worked on understanding and teaching basic gestures and new words to the infants throughout the year.

Over the past year, our relationship with the children and our team grew in such a positive way, which in turn, developed an environment of love, care and trust between the teachers and the children.

For families, we have worked with them very well in a respectful way. Communication is important for both of us to understand completely how to care for our sweet pies. By this way, we always welcome families in the program at any time. We are so happy that we provide primary caregiving and continuity of care for your children. Thank you for your cooperation with us!

We strive to give our best to the children while constantly growing with them both professionally and emotionally.



Written by Rehana, CCA



Hongjie, ECE

Sharing several pictures about our children's cornstarch activity. They have played cornstarch by themselves, with preschool and school age students



School Age 2022 - Year In Review

School Age had a pretty incredible journey this year. We bid a fond farewell to our long time friend and colleague, Brianna. She is a truly special educator who will be sorely missed until she inevitably returns to work another summer. Our summer program finally got back into the swing of all the field trips, all the activities, and all the fun in the sun we used to program for before COVID. It was so nice to get back out there, and our crop of summer students made the experience truly unforgettable. Many thanks to Alyssa, Vongai, Debbie, Gabby, Hyeran, Katie, Maggie, Paige M, Owen, and TK for making it so special. We wished Divya our best as she moved over to preschool, and welcomed an incredible new staff in Gill. Gill has really helped our program develop around pedagogy, or the theory of how we learn, and helped build an immersive program, especially for our kinders. Mahkuma has stepped up tremendously in our program this year, taking on more responsibilities in programming, and building her skills in observation and documentation.

I want to take a special moment to acknowledge Paige Wallace here. I am the school age supervisor, but this year has been such an incredibly busy time. Between grant writing, strategic planning, building management, and moving/expanding my family, I have been pulled away from the floor a lot, to say the least. I write this with all sincerity and reverence; this program would not function as smoothly as it has without Paige here to steer the ship when I'm not able to. I have seen so much growth in Paige this year, which is quite an accomplishment after all the growth I witnessed last year. There seems to be no ceiling on this amazing woman's potential. If you have a child or children in school age, please take a moment when you can to thank Paige for her relentless support and hard work.

Our program runs on the core concept of caring. When we take in children, we have to get to know them and build a relationship with them in order to understand the type of care that they need. There are always challenges, there are always circumstances that make our job more difficult than *just* looking after children, and this year has been no different, but what has been special to watch has been the care that this team puts into each day. We work hard at working together and collaborating to make a better program every day, and in that spirit, we'll be trying to increase our documentation displays, so everyone can see the amazing things we love to do every day. Our goal this year is to rotate our displays once a month, and send out more consistent learning stories of our kids in play.

Scott Forbes, ECE

School Age Supervisor

Other excellent staff members include Paige, Sydni, Mahkuma, Gill, Divya and Crystal

Nursery School Program

Kings Park Nursery School program has had a fun and progressive year! We welcomed many new children and families to our program, this being our biggest Nursery group since the pandemic began. We are so pleased to be able to continue to support families in the community.

The ECEs and CCAs went out of their way to plan a stimulating and engaging environment for the children in our program based on their interests, development, and needs. Over the past year, many positive relationships have grown between the teachers, families, and children.



Since September, we have seen many developmental milestones, such as improved speech, letter and number recognition, and gross motor skills. Some of the ways we have seen this is by writing their names and sounding out their words, in climbing on the monkey bars and appearing braver in their climbing, and in building relationships with peers in the classroom. The children who lacked language have improved their vocabularies, and we have seen improved play skills.

Some delightful things we could do this year were going on a field trip to the public library and listening to a storyteller; the children got a tour of the kids' book section. We went to the Manitoba

Theatre for Young People to watch a play called ZOOM, pumpkin carving, and a Halloween party. The children made many snow angels and snowmen. They baked and decorated cookies for Christmas and got to see Santa! We started gardening and caring for compost worms, sewing, weaving, and more.

We have many exciting things coming up for the future, and we are continuing to grow and learn together.

Written by

Paige Wallace, ECE II

Nursery School Supervisor



Other excellent staff members included Sunita, Tanya, Sydni, Crystal and Gill

Kings Park Child Care in Manitoba

Kings Park Child Care was established in 1981 by a group of parents who understood the importance of a high-quality Early Learning Child Care Centre in their neighbourhood.

We celebrated 42 years on April 21, 2022.

Throughout the years, KPCC has played a large role in the future vision of child care in Manitoba and across Canada. We are long standing members of both The Manitoba Child Care Association and The Canadian Child Care Federation, as well as many other partners enhancing child care.