



*Today's Family exists so that children's lives  
are enriched and family life is enhanced.*

# ANNUAL REPORT

## September 2004



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Charitable Registration Number 0703553-01-15 April 1, 1985

## MISSION Statement

Today's Family – Caring For Your Child is a non-profit child development organization that advocates for all children. We strive to nurture, stimulate, and educate all children and to support their families with programs, and information to help create healthy, positive and contributing citizens. We are committed to forging partnerships with families, businesses, community organizations and governments to ensure quality and growth of our innovative programs.

## VISION Statement

Today's Family exists so that children's lives are enriched and family life is enhanced.



## TODAY'S FAMILY Community Linkages

- NORTH HAMILTON COMMUNITY HEALTH CARE CENTRE  
Children's Program –  
Play Based Learning
- ONTARIO EARLY YEARS CENTRES –  
CITY OF HAMILTON  
Wesley Urban Ministries  
Hamilton East Kiwanis Boy's &  
Girl's Club  
Hamilton-Wentworth Catholic Child  
Care Centres  
Ministry of Community, Family &  
Children's Services
- ONTARIO'S PROMISE
- PARKS & RECREATION ONTARIO
- PRESCHOOL AUTISTIC SERVICE  
FROM THE REGIONAL MUNICIPALITY  
OF HALTON
- REGIONAL MUNICIPALITY OF  
HALDIMAND NORFOLK  
Subsidy Support Service
- REGIONAL MUNICIPALITY OF  
HALTON  
Subsidy Support Service  
Halton Regional School Age  
Conference Committee  
Halton Purchase of Service Advisory  
Committee  
Halton Supervisor's Network
- RESOURCE CENTRE MANAGEMENT  
COMMITTEE
- SCHOOL AGE CARE ASSOCIATION  
OF ONTARIO
- SHERIDAN COLLEGE  
Student Placement Program
- ST. CHARLES SEPARATE  
SECONDARY SCHOOL  
ESL Program
- ST. MARTIN'S MANOR  
Children's Program
- ST. MATTHEW'S HOUSE  
Adopt A Family
- TANSLEYWOODS RECREATION  
CENTRE  
Community Pool
- VICTORIA PARK COMMUNITY  
CENTRE  
ToyLending Service
- VILLAGE OF WENTWORTH HEIGHTS  
RETIREMENT COMMUNITIES
- VOICES FOR CHILDREN IN  
HAMILTON-WENTWORTH
- WATERDOWN DISTRICT CHILDREN'S  
CENTRE
- WENTWORTH LODGE (Retirement  
Home), Dundas
- WESTMOUNT RECREATION CENTRE  
Community Pool
- Y.W.C.A.  
Community Pool



**Ontario's Promise**  
The Partnership for Children and Youth



## TODAY'S FAMILY Community Linkages

- HAMILTON EAST KIWANIS BOYS AND GIRL'S CLUB  
Connections For Kids  
Family Resource Centre  
Management Committee
- HAMILTON DISTRICT HEALTH COUNCIL  
Speech & Language Services for Preschoolers in Hamilton-Wentworth
- HAMILTON-WENTWORTH CATHOLIC SCHOOL BOARD  
Holy Name of Mary School  
St. Catherine of Siena School  
St. Augustine's School  
St. Paul's School  
St. James' School  
St. Mark's School
- HAMILTON-WENTWORTH DISTRICT SCHOOL BOARD  
Central Park Public School  
Hill Park Secondary School  
– Today's Family Ontario Early Years Centre  
– Adventure Camp, Kinder Camp & "Connections For Kids" Programs  
– Toy Lending Service  
Millgrove School  
Queen's Ranger's School  
R. A. Riddell Public School  
– Before and After School Program  
– Camp Extreme, Adventure & Kinder Camp Programs  
Saltfleet High School  
– Children's Centre  
– Camp Extreme, Adventure Camp & Kinder Camp Programs  
– Before & After School Program  
Parkside Secondary School  
– Student Co-op Program  
Tapley Town Public School  
Mount Albion School  
Janet Lee Public School  
Lisgar School  
Templemead School  
G.L. Armstrong School  
Eastmount School  
Lynden Park School
- HEALTHY CHILD CARE ENVIRONMENT  
Raising The Bar  
Area Network & Mentor Support Services
- HIGH FIVE – QUALITY AT PLAY
- HOME CHILD CARE ASSOCIATION OF ONTARIO  
Education Committee  
Government Relations Committee  
Board of Directors
- HOME CHILD CARE REGISTRY ADVISORY COMMITTEE
- HUB INTAKE PLANNING COMMITTEE FOR SPECIAL NEEDS CHILDREN
- KNOX PRESBYTERIAN CHURCH – Dundas  
Children's Centre  
Ontario Early Years  
Neighbourhood Site  
Camp Extreme, Adventure Camp & Kinder Camp Programs  
Before & After School Program  
Toy Lending Service
- MARSHALL MEMORIAL UNITED CHURCH  
Ontario Early Years  
Neighbourhood Site  
Toy Lending Service
- McMASTER UNIVERSITY SUMMER SPORTS CAMP
- MINISTRY OF COMMUNITY, FAMILY & CHILDREN'S SERVICES  
Hamilton Branch  
Peel Branch  
Corporate Branch
- MISSION SERVICES  
Healthy Moms Healthy Babies Program
- MOHAWK COLLEGE EARLY CHILDHOOD EDUCATION PROGRAM  
Student Placement Program  
"Together For Families" Resource Centre

## GREETINGS FROM the Board of Directors

We are caregivers.  
We are educators.  
We are innovators.  
We are leaders in our field.

The Board of Directors of Today's Family is truly proud of the work this organization has accomplished over the past year.

And we have been busy.

Every day, we care for more than 2,000 children. We play with them, feed them, educate them, comfort them, laugh with them. And our programs are many. We have home care and toy lending, children's centres and drop-in centres, before and after school care, and camp. Our programs blanket Hamilton – upper and lower – and reach across Dundas, Ancaster, Flamborough, Burlington and Stoney Creek.

This year we stepped beyond our own backyard and into the community at large when we partnered with the Ministry of Community and Social Services and the Ministry of Children and Youth Services in overseeing and running Ontario Early Years Centres in two ridings. These drop-in programs, with their warm staff, abundance of toys and welcoming atmosphere, are true havens for the many parents and caregivers who are at home with babies and children up to age 6.

The most recent addition to this family of centres saw the wholesale renovation of a historic Waterdown home, which was transformed into a beautiful, serene play space for our children and work space for our staff.

And it is because of our dedicated staff that this organization-wide success has been possible. We are ever grateful to them for their commitment to the children and parents who rely on them and for always improving their knowledge and skills.

We applaud their creativity and are proud that this year they organized the first-ever professional development lottery that sent four staff members to Prince Edward Island for Living A Legacy, a joint national conference sponsored by the Early Childhood Development Association and the Canadian Child Care Federation.

Our reach into the community expanded again when, together with Goodwill, The Amity Group and the City of Hamilton, we created Workforce and Family Connections, a program helping those in need go to school and train for new jobs while their children are cared for on site.

And our community mindedness continues through our CEO Marni Flaherty who sits on 15 different boards and committees, representing Today's Family and guiding organizations in their approach to child care.

So where do we go from here?

The Board of Directors is, as we speak, in the throes of planning the next five years of strategic direction for this organization. What do we want to be? What new ground do we want to break? What are our hopes and dreams for the children of our community?

Stay tuned. For Today's Family—Caring For Your Child, the sky's the limit and together we have the passion, knowledge and commitment to go exactly where we want to go.

*The Board of Directors thanks Aviva Boxer for her valuable contribution to our Annual General Report.*

## GREETINGS FROM Marni Flaherty, CEO

Today's Family has always had a commitment to providing quality childcare in the community. In 2003, the Board of Directors encouraged Today's Family to also execute the corporation's vision to become a significant contributor to the broader community, particularly in terms of child health and development.

Over the past 12 months we have made substantial gains in achieving that vision.

Once again, the Today's Family's team achieved new milestones in growth in the Hamilton area. As part of the Ontario Early Years initiative, we were honoured to take the lead in the Ancaster-Dundas-Flamborough and the Hamilton Mountain areas. Our main site in Waterdown is located in a beautifully restored Victorian heritage home on Dundas Street in the heart of Waterdown. Opened this spring, the centre now serves 1,400 families in the area.

The Hamilton Mountain site, located primarily in Hill Park Secondary School, expanded its services into several satellite sites, including programs in a local supermarket, a senior's centre and a recreation centre.

The Together for Families program located in Mohawk College continues to grow, providing early years services for families on the West Mountain. Now in the second year of a three-year grant, the program is working with the City of Hamilton, the Provincial Government and Mohawk College to achieve permanent funding.

In an exciting development this year, Today's Family received Trillium Foundation funding to assist in the project to refurbish our centre in Knox Presbyterian Church in Dundas. The funds, along with assistance from the City of Hamilton and the Provincial Government, will go to improving the gymnasium and program areas where children are involved in summer camps, pre-school, before and after school programs and a neighbourhood site for an Ontario Early Years Centre.

In terms of the broader community, Today's Family's staff has taken leadership roles in a variety of programs and organizations. They include:

- Program Director Barb Vanry is vice president of the Association of Ontario Early Childhood Educators of Ontario, Hamilton Branch – AECEO (Hamilton Branch)
- Program Director Maureen Hall serves on the Hamilton Week of the Child Committee and the 25th Anniversary Special Committee
- OEYC Coordinator Lauren Brydges is a member of the provincial Board of Directors of the AECEO
- Centre Supervisor Tanja Zrakic is the Area 5 Leader for the Area Network & Support System and is doing Public Relations for the AECEO Hamilton Branch
- OEYC Coordinator Brenda Ferguson has joined the Flamborough Community Mobilization Initiative Committee
- Marni Flaherty, CEO, has joined the Children's Hospital Community Council and serves on the Board of the Burlington and Greater Hamilton United Way and is a member of the Hamilton A.M. Rotary. She was also selected in 2003 to participate in the year-long Bay Area Leadership Program.

With the vision provided by our forward-looking Board of Directors and the leadership of the management team, our dedicated and hard-working staff has continued to make Today's Family a leader in childcare in the area. As an investment in our development, we undertook an external human resources audit to explore areas of potential growth and improvement. As well, we launched an exciting professional development lottery, chaired by Supervisor Support Leanne Tinebra, which sends a group of staff to a national or international conference.

These are the highlights of a year of commitment by the Today's Family team to provide quality care to more than 4,000 children in the Hamilton-Burlington area. Our passionate and dedicated people look forward to continuing their work to enrich and enhance the lives of children and their families in 2004.

Marni Flaherty  
CEO

## TODAY'S FAMILY Community Linkages

- ACTION FOR CAREGIVERS  
ANNUAL CONFERENCE  
Formal & Informal Caregivers in Hamilton
- AFFILIATED SERVICES FOR CHILDREN & YOUTH  
Professional Development and Training  
Provider Registry Committee  
Administrative Support  
Supervisor's Network  
Speakers Bureau
- ALEXANDER PLACE (Retirement Home),  
Waterdown
- ANGELA COUGHLAN SWIMMING POOL  
Community Pool  
Swimming Lessons
- ASSOCIATION FOR EARLY CHILDHOOD  
EDUCATORS, ONTARIO  
AECEO Hamilton Branch  
Week of the Child & Youth Committee –  
Hamilton-Wentworth  
Professional Development Committee –  
Hamilton-Wentworth
- THE BEHAVIOUR INSTITUTE
- BRONTE CREEK PROVINCIAL PARK  
Camp Extreme & Adventure Camp Programs
- BURLINGTON ASSOCIATION FOR THE  
INTELLECTUALLY HANDICAPPED  
Resource Teachers Program
- CANADIAN ASSOCIATION OF FAMILY  
RESOURCE PROGRAMS
- CANADIAN CHILD CARE FEDERATION
- CATHOLIC CHILDREN'S AID SOCIETY  
Connections For Kids
- CHEDOKE CHILD & FAMILY CENTRE  
Connections For Kids  
Reference Materials
- CHILD CARE ADVISORY COMMITTEE OF  
HAMILTON-WENTWORTH  
Big Picture – Local Picture Committee  
Co-ordinated Access Committee
- CHILDREN'S AID SOCIETY  
Connections For Kids  
Children's Program
- CHURCH OF ASCENSION  
Welcome Baby Program
- CITY OF HAMILTON  
Parent and Child Social &  
Public Health Division  
Healthy Babies/Healthy Children Program  
Community Service Department  
Home Management Support Services  
National Child Benefit Reinvestment  
Program
- CITY OF HAMILTON RECREATION  
DEPARTMENT  
Hill Park Recreation Centre  
Ryerson Recreation Centre  
Huntington Park Recreation Centre
- DELTA UNITED CHURCH  
Camp Extreme, Adventure Camp &  
Kinder Camp Programs
- DUNDAS ARENA
- DUNDAS COMMUNITY CENTRE  
Babysitting Course
- DUNDAS COMMUNITY POOL
- EARLY CHILDHOOD INTEGRATION  
SUPPORT SERVICES  
Connections For Kids  
Resource Teacher Program  
Support Facilitators
- FORTINO's, Mall Road
- GOODWILL, THE AMITY GROUP  
"Workforce Development & Family  
Connections" Program
- HALTON BOARD OF EDUCATION  
C.H. Norton Elementary School
- HAMILTON ASSOCIATION FOR  
COMMUNITY LIVING  
Resource Teacher Program  
Support Facilitators
- HAMILTON COMMUNITY FOUNDATION  
Connections for Kids
- HAMILTON DISTRICT CHAMBER  
OF COMMERCE  
Corporate Challenge  
Business After Business

## TODAY'S FAMILY Board of Directors

### Officers

Gary Poot, President  
Aviva Boxer, Vice-President  
Ann Craig Howarth, Secretary/Treasurer

### MANAGEMENT Team

Marni Flaherty, Chief Executive Officer  
Maureen Hall, Director of Family & Children's Programs  
Barb Vanry, Director of Family & Children's Programs  
Maria Ciaglia, Director of Accounting & Administration  
Brian Petersen, Controller

### STAFF

Tiziana Agriesti  
Elizabeth Amaral  
Darlene Armstrong  
Anne Bent  
Kristi Bialach  
Richelle Bridge  
Nicole Brook  
Christine Brown  
Lauren Brydges  
Linda Bryers  
Rebecca Cairns  
Denise Carte  
Rosanne Cascella  
Debbie Castanheira  
Alice Chan  
Corene Chisholm  
Sandy Ciprietti  
Michelle Cooper  
Shelley Corbett  
Sandy Cordeiro  
Lee Ann Crombie  
Rachel Cunningham  
Lisa Cushnie  
Cheryl Czuba  
Anda Dabols  
Elizabeth Denham  
Teresa Deschaine  
Carmel Drumm  
Denise Dryden  
Christopher Dube  
Jaime Dube  
Tamara Dufour  
Lisa Dunlop  
Sharon Earle  
Juliana Ellement  
Sandra Elliott  
Tamara Elliott  
Brenda Espinola  
Brenda Ferguson

Barb Finch  
Debbie Forster  
Lori Fraser  
Jaime Gallant  
Raisa Goldenberg  
Joanna Gordon  
Wendy Gould  
Jo-Anne Gray  
Allen Green  
Dawn Groskurth  
Nermina Hemzic  
Tara Hicks  
Benna Ihekwoaba  
Kathleen Irani  
Marija Katic  
Michelle Kell  
Dale Kern  
Laura Kinnear  
Pat Kirkley  
Darlene Kobe  
Angel Kollee  
Madelen Lachin  
Susan Larmet  
Annette Leyenaar  
Velma Lothian  
Kathie Lowenberg  
Kelly Marcotte  
Jayne Marlor  
Tracy Markle  
Cindy Masciale  
Doreen Mason  
Leanne McArthur  
Julie McCluskey  
Brian McInnes  
Jamie Millen  
Danielle Miller  
Cathy Misner  
Celina Morris  
Tracy Murphy

### Directors

Lynn Howarth  
Carm Criminisi  
Kendra Coats  
George Morasse  
Jack Langhorn

Bernadette Noon  
Rossana Pabayo  
Stephanie Pacheco  
Elida Paderon  
Lisa Paladino  
Lakshmi Pamidi  
Rebecca Pearce  
Mai Pham  
Heather Potoma  
Nancy Quinn  
Lisa Ramage  
Drazena Ratkovic  
Mandie Ristic  
Deborah Rodney-Glen  
Paula Roy  
Neil Salomons  
Tejinder Sandhu  
Anna Saunders  
Aleksandra Stanacev  
Jennifer Stefanic  
Ray Swinarchin  
Monica Szczepanski  
Debbie Szpak  
Leanne Tinebra  
Patricia Troughton  
Badri Vatankhah  
Lois Ward  
Alex Webb  
Brad Weiss  
Theresa Wylie  
Cathie Williams-Downey  
Debra Woodworth  
Brenda Wright  
Carol Wylie  
Vicki Young  
Christine Zaitz  
Kelly Zerebny  
Tanja Zrakic

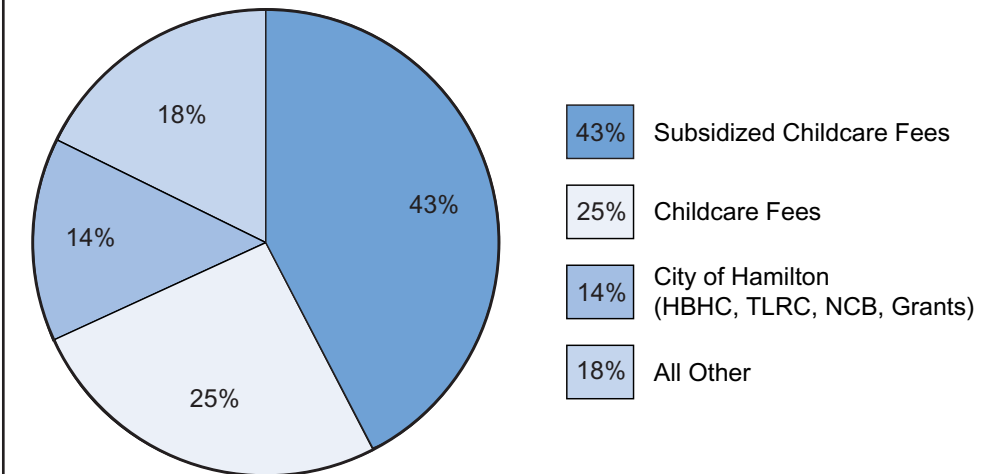
## FINANCIALS

Year ended March 31, 2004

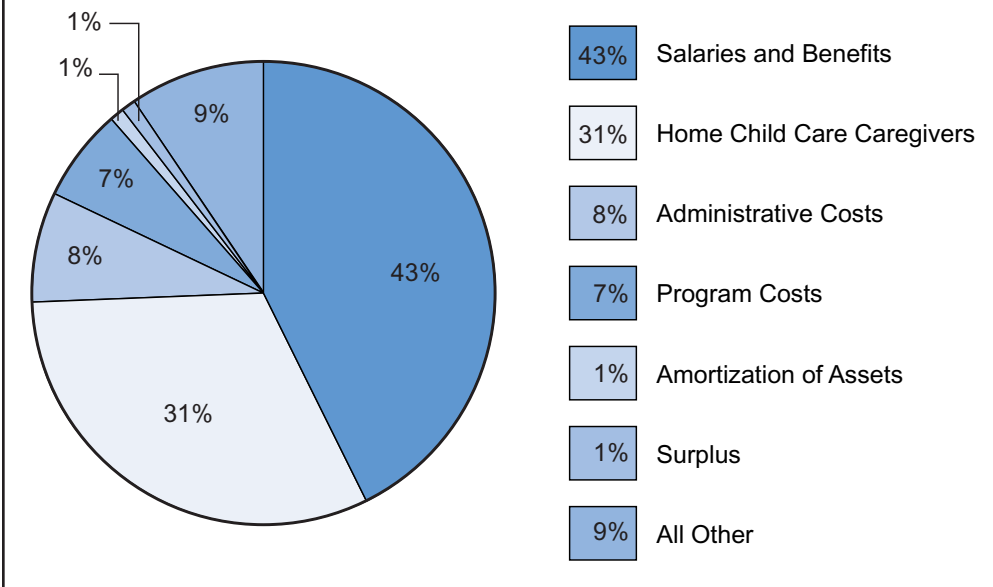
Today's Family — Caring For Your Child

Total Revenue of \$7,238,827

### Sources



### Uses



Today's Family — Caring For Your Child  
Copies of financial statements audited by Pettinelli, Mastroluisi, 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.



## A tribute to Dan Offord, Canada's "gentle giant" of child psychiatry

BY PETER SZATMARI

Great sadness and deep affection marked the recent passing of Dr. David "Dan" Offord, the renowned and much-loved child psychiatrist who devoted his life and career to bettering the lives of children around the world. He died on April 10 at age 70, following a courageous battle with cancer.

Regarded as one of the world's leading experts in child development, Dr. Offord was Professor Emeritus in the Department of Psychiatry and Behavioural Neurosciences at McMaster University in Hamilton, Ontario.

It was here in the early '80s that he launched the landmark study that first identified the scope of mental health problems in children by reporting the disturbing statistic that one in five children has a serious emotional or behavioural problem. The Ontario Child Health Study remains one of the most important population-based studies on children's mental health conducted anywhere in the last 30 years and continues to fuel groundbreaking research into the factors that cause children to be "at risk".

For the past 20 years, as founding director of the Offord Centre for Child Studies (formerly the Canadian Centre for Studies of Children at Risk), Dr. Offord led a team of scientists, clinicians, and staff dedicated to finding solutions to the emotional, social, and cognitive problems faced by disadvantaged children. The Centre has grown to become one of the world's leading centres for the scientific study of child emotional and behavioural problems, highly regarded in Canada and throughout the world for the strength of its research and its commitment to train future generations of scientists to tackle the important issues that have an impact on children's mental health and development.

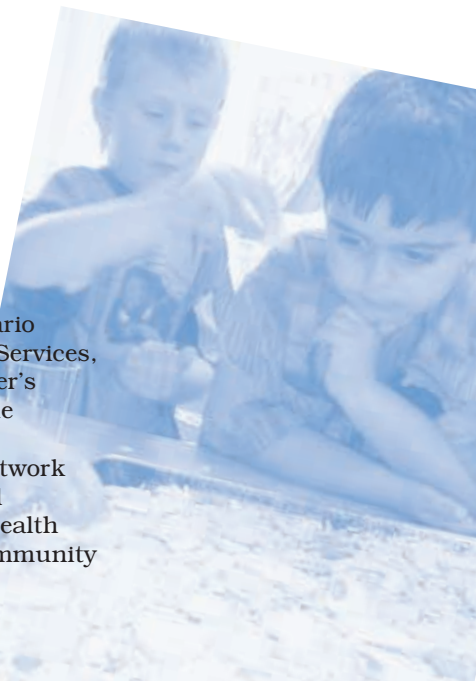
Dr. Offord was widely recognized for his world-class research achievements, his leadership in the field of child psychiatric epidemiology, his educational contribution to generations of medical students, physicians, and other health care professionals and his devotion to the cause of disadvantaged children.

For 47 years, he was the director of Christie Lake Camp near Perth, Ontario, where close to 400 disadvantaged boys and girls enjoyed a camp experience each summer. It was this real-life experience that grounded his research and clinical practice and reinforced his belief that the right supports delivered early in a child's development can enrich the life quality and life chances of our most vulnerable children.

Dr. Offord received his MD in 1957 from Queen's University and his fellowship in psychiatry in 1965. He held positions at the University of Florida, Pennsylvania State University and the University of Ottawa before joining the faculty at McMaster in 1978 as associate professor, clinical epidemiology and biostatistics. He served as Research Director of the Chedoke Child and Family Centre (1978-1999) and as Head of the Division of Child Psychiatry at McMaster (1987-2002).

Dr. Offord's expertise in the area of disadvantaged children and youth earned him international acclaim and deep admiration from colleagues in Canada and around the world. He was President of the Canadian Academy of Child and Adolescent Psychiatry from 1982 to 1984, served 10 years as a National Health Scientist, and was an Atkinson Fellow at the Canadian Institute for Advanced Research.

He was the recipient of many awards from the American Public Health Association, the Psychology Foundation of Canada, the American Psychiatric Association, the American Orthopsychiatric Association, and the Canadian Paediatric Society. He was awarded the Golden Jubilee Medal and was recently recognized by the Ontario Legislative Assembly.



He chaired many national and international committees including the Ontario Mental Health Foundation, the Ontario Ministry of Community and Social Services, the Institute of Medicine, the National Academy of Sciences, and the Premier's Council on Health, Well-being, and Social Justice. He was involved with the children's mental health programs of the National Institutes of Health in Washington, and was a member of the MacArthur Foundation Research Network on Psychopathology and Development. He authored over 200 peer-reviewed publications on children's mental health, disadvantaged children, mental health policy for children, antisocial behaviour, child psychiatric epidemiology, community programs for children, and the Early Years.

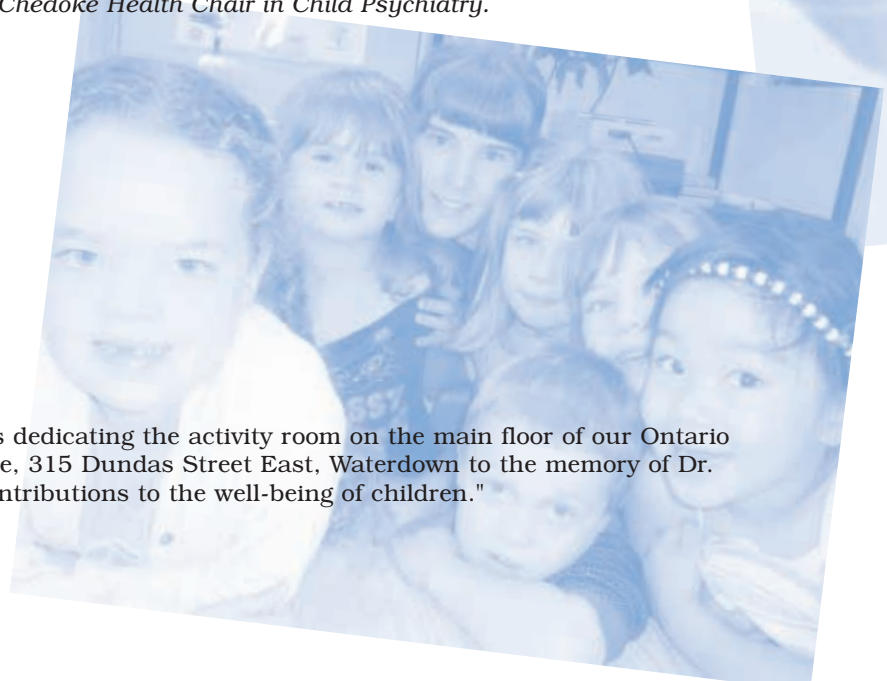
In 2001, he received the Order of Canada in recognition of his work as a psychiatrist and his commitment to improving the lives of children.

With Dr. Offord's death, the world has lost an outstanding scientist, a devoted clinician and a passionate advocate of children and youth, an extraordinary leader whose work has had a profound influence on the practice of child psychiatry and on mental health research and policy across many continents.

Jean Pigott, founding chair of the Offord Centre, has described Dr. Offord as "a giant of a man who understood that our future lies in the hands of our children – the leaders of tomorrow." He was indeed a giant in the field of child psychiatry, but a gentle giant to all who knew and worked with him, particularly the children whose lives he touched so deeply.

Dan Offord devoted his life to understanding the factors that make children vulnerable and that put them at risk of a poorer quality of life. He thought deeply about the interventions that communities need to put in place to reduce the burden of suffering associated with psychosocial disadvantage and with emotional and behavioural problems in children and youth. His life and career stand as a shining example of what can be achieved through the combination of first-class scholarship and a practical clinical concern for the wellbeing of all children.

*Peter Szatmari is a member of the Offord Centre for Child Studies and head of the division of Child Psychiatry at McMaster University, where he was recently appointed first holder of the Chedoke Health Chair in Child Psychiatry.*



"Today's Family is dedicating the activity room on the main floor of our Ontario Early Years Centre, 315 Dundas Street East, Waterdown to the memory of Dr. Offord and his contributions to the well-being of children."