



We want what's best for children

The 2018 report from the Board Chair and CEO

We, as Board Chair and as Chief Executive Officer, sincerely want to acknowledge and appreciate all of the successes of Today's Family. We understand that it's not easy to fully take in all of the work that we do in all of the communities that we serve when we are so busy doing our day-to-day jobs. We develop and implement great ideas, but by the end of the day there are more challenges and opportunities to tackle. In that challenging and rapidly changing environment we sometimes lose sight of what we have achieved. Our goal is to bring these achievements forward and acknowledge everyone for their efforts. Each person in the organization is working to make Today's Family even stronger in the future and to encourage

investment in opportunities that will allow us to continue to be a role model organization for others to follow.

Every day, people in Today's Family strive to serve children and families, to innovate new ideas, to improve policies and procedures and perform the many other tasks that make our organization work and grow. Often, those day-to-day achievements are not properly acknowledged and shared. We look forward to telling those stories or "Mission Moments", as we are calling them. We invite everyone – both members of Today's Family and outside stakeholders – to share their experiences: the joy, the learning and,

most importantly, their interactions with the children. We will capture these Mission Moments in a variety of ways – a photograph, a tweet, a short video or an anecdote that we can share with staff, our leadership and our partners throughout the year. We hope that collectively these moments will help tell Today's Family's story to all of us and to those we serve.

Locally, our municipal partners – The City of Hamilton, Halton Region, Haldimand County and Norfolk County (as the child care systems' managers) – have launched their implementation plans for early years' services. We are working with each municipality with enthusiasm and excitement.

This year, Today's Family Board Members and Senior Management have embarked on strategic planning. To facilitate strategic planning, Today's Family engaged with Tng Consulting. Tng provides consulting and support services to boards and senior decision makers in the areas of governance, leadership and strategic planning. Throughout this process, Tng has been able to access key voices in Today's Family's stakeholder community, including internal stakeholders Senior Management, the Board of Directors and the Operational Management Team and external stakeholders, our funders and partners. We're pleased to report that the majority of these stakeholders have had an excellent experience with Today's Family.

In our discussions with our stakeholders, Today's Family received great advice. Highlights include, but are not limited to...

- Among those who know Today's Family, it has a strong reputation and is well regarded as a community leader and collaborator.
- The overarching sentiment is for Today's Family to continue to deliver and strengthen their core services, while finding ways to build upon this solid base to expand programs and services that address the growing needs of young families and their children.

- Today's Family has an opportunity to leverage this trend to position itself well within the current changes occurring in the sector.
- Internally, Today's Family is finding ways to increase employee satisfaction and is working towards sustaining a skilled and engaged workforce.

The Board of Directors and the senior management team of Today's Family look forward to supporting the continued development of the organization in 2018-19.

The Board, while welcoming new board members in the coming months, will be saying goodbye to old friends. We would like to thank Craig Rushton for his three-year tenure on the board. We will miss Craig's guidance, leadership and dedication to Today's Family and our mission of serving children and families. We wish him well.

Today's Family is embracing the future! We cannot do this without our staff and providers. We would like to acknowledge Today's Family stakeholders, families and staff for engaging in conversation with us this year to set us on the right path in our strategic planning.

Last, and most importantly, the Board wishes to thank our staff and providers for the wonderful work they do for children and families each and every day. We sincerely appreciate all of you for your time and commitment to Today's Family. Together, we are all building an amazing organization in which we can all take pride.

Sandy Wilson,

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Chair of the Board of Directors

Marni Flaherty, Chief Executive Officer

The Year in Review

Opened St. Mary's Before and After School Program in Hagersville

Started licensed home child care program in Haldimand and Norfolk

Ontario Early Years Programs became EarlyON programs

Opened Franklin Road Early Learning and Child Care Program

Opened C.B. Stirling EarlyON program (Fall, 2018)

Opened Huntington Park EarlyON program (Fall, 2018)

Staff participated in 2,671 hours of Professional Learning

Provided 48 jobs for youth in the communities we serve

Provided over 3,400 placement hours to Early Childhood Education students in our programs

Provided over 2,200 placement hours to secondary school students in our programs

Received over \$190,000 in funding from Canada Summer Jobs to employ youth in our programs

365 staff

Over 120 home child care providers

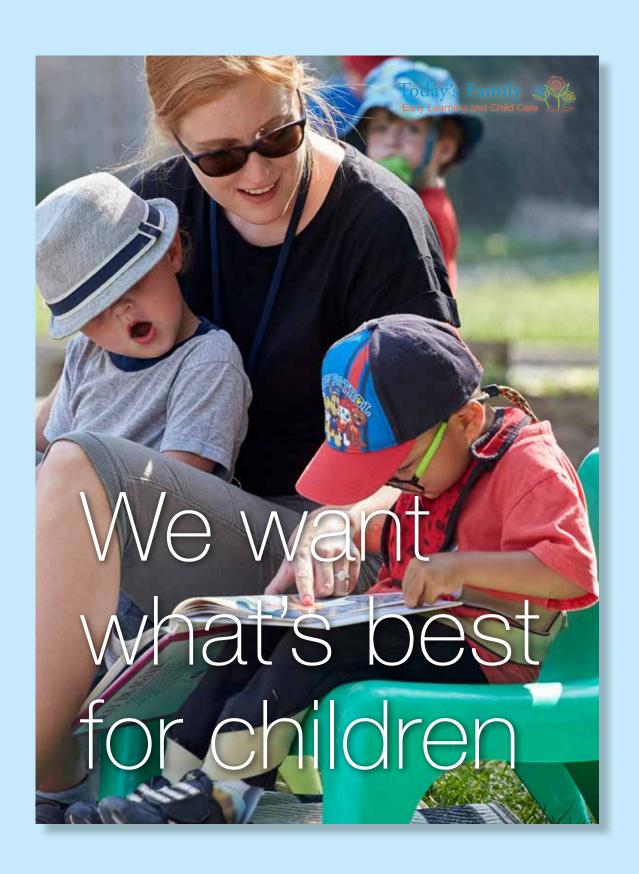












OUR MISSION

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

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

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

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





That every child experience the joy of learning through play.

Nurturing children and youth, strengthening families and creating communities, we envision that all children have the opportunity to experience the joy of learning. All children should have the right to play. Play is how learning happens.

OUR VALUES

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

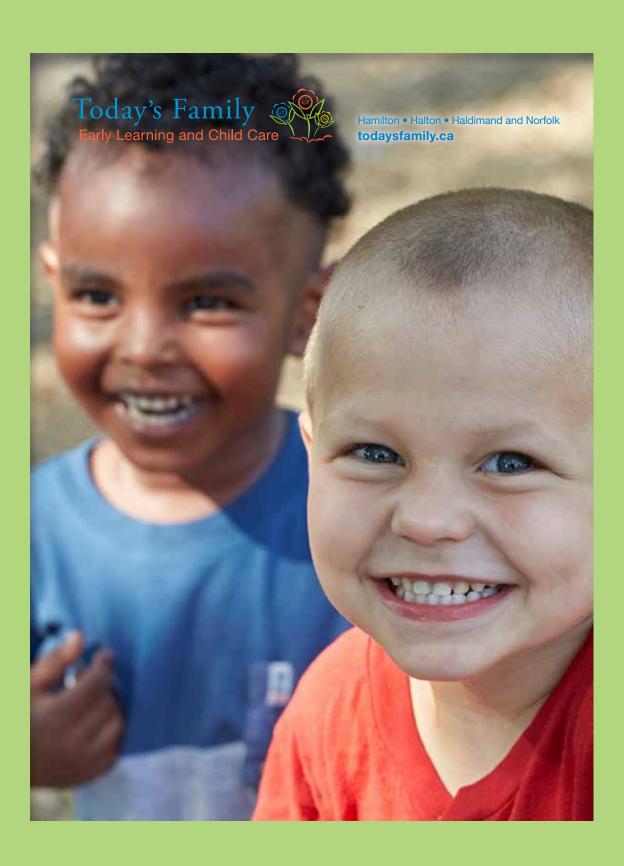
We care It is the essence of who we are. We care for the children who take part in our programs, for their families, for our staff and providers, and for our environment.

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







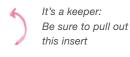
Today's Family Senior Management and Board

Board of Directors:

Board Chair / President: Sandy Wilson Vice Chair / Vice President: Nancy Korstanje Secretary: Tammy Morasse-Heming Directors: Tracy Akitt, Teresa Bendo, Kendra Coats, Craig Rushton

Senior Management:

Marni Flaherty, Chief Executive Officer
Brenda Ferguson, Chief Operating Officer
Maureen Hall, Director of Human Resources
Alex Webb, Director of Accounting
Brian Petersen, Controller
Rosanne Cascella, Associate Director
Krista Farley, Associate Director
Bernadette Noon, Associate Director
Valerie Scott. Associate Director







Our Connections

Working together with local, municipal and provincial partners creates strength and sustainability in the work that we do. Together, we are achieving great things on behalf of children everywhere! Some of our many valued connections include:

Affiliated Services for Children & Youth

Andrew Fleck Child Care Services

Association for Early Childhood Educators, Ontario

Bike for Mike

Boys and Girls Club of Hamilton

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 Santé Communautaire

Children's Aid Society of Hamilton

City of Hamilton

Community Living Burlington

Community Living Hamilton

Culture for Kids in the Arts

Family Day Care Services

Fanshawe College

Fortino's, Mall Road

Grand Erie District School Board

Haldimand County

Haldimand-Norfolk REACH

Haldimand & Norfolk Social Services

Halton District School Board

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

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 Early Childhood Education Program

Norfolk County

Parks & Recreation Ontario

Quality Early Learning Network

Regional Municipality of Haldimand Norfolk

Regional Municipality of Halton

Sheridan College

St. Matthews House

St. Paul's Church

Umbrella Child and Family Centres

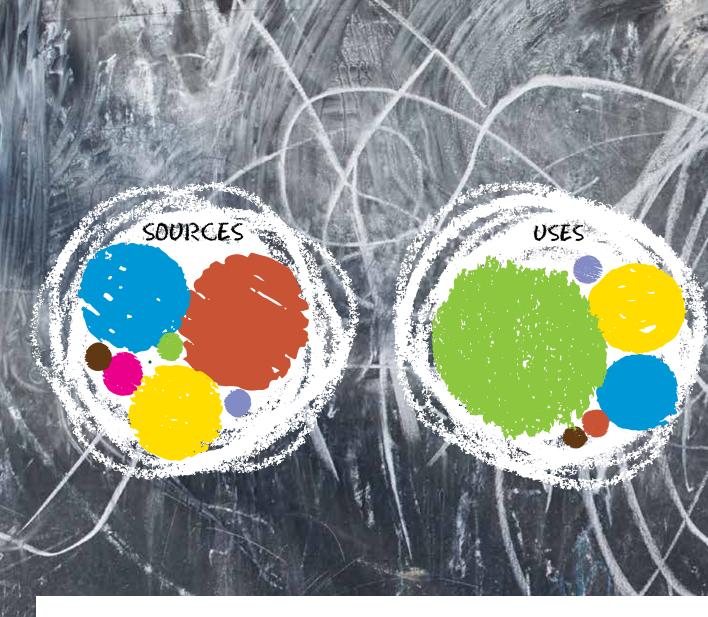
Waterdown District Children's Centre

Wesley Urban Ministries

YMCA of Hamilton / Burlington / Brantford

YWCA Hamilton





Financials

Year ended March 31, 2018 Today's Family – Caring For Your Child

Total Revenue of \$13,690,149

Sources:

A Subsidized Child Care Fees

Ь	Child Care Fees	5,016,812	37%
			31 /0
С	City of Hamilton	2,685,484	19%
D	Halton Region	384,170	3%
Е	Norfolk County	270,414	2%
F	Ministry of Education	780,498	6%
G	All Other	244,829	2%
Н	Outreach Services	35,541	0%
	Total Revenue	\$ 13.690.149	100%

4,272,401

31%



Uses:

Α	Salaries and Benefits	\$	8,585,978	63%
В	Home Child Care Caregivers	3	2,188,229	16%
С	Program / Other Costs		1,751,681	13%
D	Rent and Occupancy		484,926	3%
Е	Amortization of Assets		243,291	2%
F	Surplus		436,044	3%
	Total Uses	\$	13,690,149	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 Early Learning and Child Care

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