

ANNUAL REPORT 2016

Helping children succeed today and for the future.



The Macaulay
Child Development
Centre



MESSAGE FROM THE PRESIDENT
& EXECUTIVE DIRECTOR

2016 was a remarkable year at Macaulay.

Our programs and services continued to thrive as staff and board brought our strategic plan to life. In practice, this meant solidifying our funding, developing new collaborations, and searching out ways to put the “child and family at the centre” of all our services, practices and policies.

We consulted our service users and reviewed the research in order to better understand community needs and potential solutions. We were reminded, time and again, about the barriers so many of our families face in accessing supports for their children and for themselves. (See page 5 and 6 of this Annual Report).

In response, Macaulay is growing our efforts to provide comprehensive, seamless supports to those most in need. Our approach includes:

- **Internal collaborations:** Macaulay programs work together in unique ways to deliver a more holistic, comprehensive service. Example: attaching social work supports to child care centres and Homework Clubs.
- **Community collaborations:** We engage other service providers in order to fill service gaps. Example: Early Identification and Health Screening Clinics were held in collaboration with other health and child development services.
- **Co-location:** Macaulay services are delivered in shared spaces to facilitate access for busy families. Example: speech and language interventions are held in early years’ centres to reduce stigma and barriers to access.
- **Advocacy:** Macaulay supports and partners with parents who advocate for improved services. We advocate for social policies that are “family friendly” and foster equity and inclusion.

This work will continue as we develop innovative ways to deepen our impact on the lives of children and families.

In 2016, significant change was everywhere. We congratulate all our staff and volunteers for their resilience, vision and patience during challenging times. While some of the changes are still in process, one is now confirmed. Macaulay is proud to have been selected by the United Way to be an anchoring agency. Their confidence in our organization is gratifying and will enable us to make further progress on our mission.


Thank You


All of our accomplishments in 2016 were the result of our exceptionally talented and committed team of staff, providers and volunteers. We are enormously grateful to these individuals; their depth of knowledge and caring spirit had a positive impact on more than 7,000 children and families.

We also acknowledge the tremendous dedication of our Board of Directors; their insight and leadership were a key factor in our successful year and our excitement about the future.

We especially appreciate our government and private sector partners, for their generous support and confidence in our work, and our community partners who collaborated with us for the benefit of children.

Finally, we thank the Macaulay families who trusted their children to our care, who worked with us to change the future by changing today.


Audrey Amo
President


Sharon Filger
Executive Director

By the numbers:
What we did



Where we made the biggest impact





ABOUT MACAULAY

Macaulay offers a full continuum of programs and services that nurture healthy child development and build strong families and communities.

For Children and Youth

Licensed child care for children ages 0-12. Play based curriculum builds self-esteem, fosters children's natural eagerness to learn, and promotes skills development.

Licensed home child care for children ages 0-12. Caregivers offer enriched family settings that meet government standards for quality and safety.

Homework Clubs is a free program that offers a unique blend of physical activity, academic and social support for children ages 7-10 years in high need communities.

Youth Development Program offers youth from high need neighbourhoods the opportunity to serve as peer mentors in Macaulay programs.

For Families

Early Years Centres for children ages 0-6 and their parent/caregiver, strengthen families and enable preschool children to develop skills needed for healthy development and successful school entry. Specialized programs target young parents and families with children with special needs.

Healthy Babies Healthy Children provides home visits for high need families with children 0-3 years to help reduce isolation and strengthen parenting skills.

Specialized Parenting Supports offer innovative group programs that strengthen the parenting skills of our diverse communities. Individual sessions address stressors impacting family well-being.

For Children with Special Needs

Early Identification screens children and addresses individual needs in order to minimize the long term impact of a special need.

Early Abilities – Preschool Speech and Language Services provides assessment, treatment and parent education.

Every Child Belongs – through consultation services and professional development, Macaulay enables child care programs in the community to effectively address the needs of children with special needs.

For Vibrant Communities

Community Development initiatives like **More Than a Haircut** and **Parent Advocacy Training** strengthen our community's ability to foster healthy child development. As the lead for **Program Without Walls**, we facilitate community networks and coordinate the delivery of early years services by 6 community agencies. **Early Literacy Specialists** promote and strengthen literacy-rich programming in early years settings across Toronto.

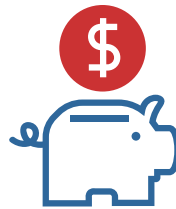
Our Community Concerns

What our families and research told us in 2016



Nearly 3/4 of families in Toronto cannot afford licensed child care.

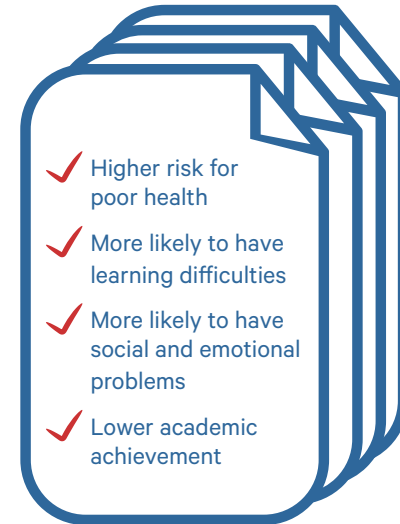
15,000 children in Toronto are currently on the wait list for child care subsidy.



1 in 10

Toronto households cannot afford regular meals and a healthy diet.

The negative effects associated with growing up in poverty are well-documented:



- ✓ Higher risk for poor health
- ✓ More likely to have learning difficulties
- ✓ More likely to have social and emotional problems
- ✓ Lower academic achievement

43%

of Macaulay families earn less than \$30,000 annually.

47%
of Canadian parents report having a child victim of bullying.



Consistent, caring relationships in the early years matter.



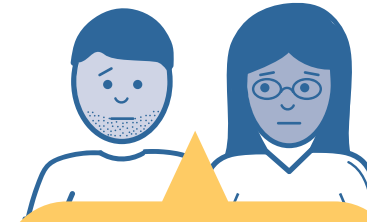
31%

of Macaulay children have a special need.



Too many waitlists; not enough services.

?!



Parents are faced with a confusing system of services for children with special needs.

15%

of Canadian children are left unsupervised after school.

When issues and concerns arise in young children, early identification and intervention is critical for their long term success.



We fostered healthy child development in the following ways:

- Our 6 child care centres adopted the Primary Caregiver model, a well-researched approach to increasing young children's emotional well-being.
- 120 home child care providers were supported to deliver care that meets the highest standards of quality.
- Validated curricula, like Second Step, Wings of Discovery, STEAM, and RIRO were used to increase social, emotional and cognitive development.
- Early Literacy Specialists provided training and evidence-based programming to 698 early years professionals and 3,874 parents/caregivers in order for pre-school children to access language-rich learning opportunities.
- 2,764 parents and caregivers and their children attended early years centres that foster positive parent-child relationships."

Our Response:

We Fostered Healthy Child Development





We lessened the impact of risk factors in the following ways:

- 1,722 home visits were made to at-risk families in need of parenting and child development supports.
- “Kidz Reading Corners” were set up in 2 Eglinton Barbershops by More than a Haircut.
- 1,300 children with a language or speech delay received the intervention they need.
- Free after-school homework clubs were offered in 4 low income neighbourhoods.
- 252 students received support to succeed in school and in life through a comprehensive focus on homework, social skills and physical activity.
- Nutritious food was provided to children on a daily basis.
- 1,000 books a month were given to children in Macaulay programs.
- 4 early identification and screening clinics were organized with community partners to catch children in need of specialized supports and mitigate the long-term effects of special needs.

Our Response:

We Lessened the Impact
of Risk Factors





We increased access to services and supports in the following ways:

- 52 fathering sessions were held right in African-Canadian Barbershops, reaching dads in innovative new ways.
- Individual social work sessions enabled parents to better access community resources (housing, financial, special needs, immigration).
- Parenting groups were delivered at child care centres and Homework Clubs to facilitate access.
- Special Needs Resource Consultants worked with 30 child care agencies to increase their ability to serve children with special needs.
- At parent advocacy workshops, parents learned to effectively navigate a confusing service system and be a strong voice for their children.
- Macaulay partnered with 91 agencies to bring families comprehensive service; for example, we collaborated with public health and a community health centre to deliver a continuum of services to pregnant and parenting youth.
- Two unique Macaulay manuals were made available on our website to enhance the quality of early learning programs across Toronto.

Our Response:

We Increased Access to Services and Supports



How we made a difference:

Feedback from our family survey

31%
of Macaulay children have a diagnosed or suspected diagnosable special need.

"I learned how to recognize when my children were stressed and how to help them."

More than **80%** of parents report that since attending Macaulay program(s) they have improved confidence as a parent.

89%
of parents receiving individual support gained increased access to community resources, including housing, financial, immigration and special needs supports.

99%
of parents agree: Macaulay is helping my child succeed.

92% of parents report that their child is more physically active because of the Homework Club.

"I learned so much... including ...how to help my kids when they are doing their homework and reading."

"Because of what they have learned, if they fall they will always bounce back."

"I never knew a day care would go that far..."

Parents and caregivers agree that Macaulay helped their child(ren) reach developmental milestones, learn new things and experience personal and behavioural growth.

VISION

All children achieve their greatest potential within caring, responsive families and communities.

MISSION

Macaulay Child Development Centre fosters the optimal development of children, in partnership with their family and community.



Statement of Operations

FOR THE YEAR ENDED DECEMBER 31, 2016

	2016	2015
Revenues (\$)		
Fee for services	9,577,569	9,006,472
Grants	5,327,272	4,707,827
United Way of Toronto	483,929	492,123
Investment income	109,652	115,782
Other	124,431	105,340
Total revenues	15,622,853	14,427,544
Expenditures (\$)		
Staff salaries and benefits	9,565,612	8,828,349
Home child care providers	3,926,234	3,451,715
Program expenses	932,911	926,296
Building occupancy and maintenance	553,834	530,390
Office administration	289,341	260,735
Staff development and transportation	91,029	94,210
Other	127,717	117,606
Total expenditures	15,486,678	14,209,301
Excess of revenue over expenditures for the year	136,175	218,243

Audited financial statements available upon request.

2016 Operating Revenue by Source



2016 Operating Expenses by Program



Board of Directors

(Membership in 2016)

- Audrey Amo, President
- Jane Long, Vice President/Secretary
- Reema Ibrahim, Treasurer
- Eduardo Alzamora
- Carol Appathurai
- Karen Brozina-Hawley
- Kathy Cunningham
- Linda Hills
- Kathy Hall
- Maximiliano Iglesias
- Sheila Legon
- Andy Macaulay
- Michel Picard
- Anne Marie Predko
- Kathryn Underwood
- Karla Wentzel
- Sharon Filger (Ex-Officio)
- Zeinab Yousif (Special Liaison)

Patron’s Council

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- Mr. Gordon Cressy
- Mr. Ken Dryden
- Ms. Joan Green
- Dr. Eric Jackman
- Ms. Fiona Nelson
- Dr. Debra Peplar
- Ms. Arlene Perly Rae
- Dr. Bette M. Stephenson
- Mr. Matthew Teitelbaum

Thank you...

TO OUR SUPPORTERS AND DONORS

Funders

City of Toronto Children's Services
City of Toronto Public Health and Youth Services
Ontario Ministry of Children and Youth Services
Ontario Ministry of Education
Ontario Ministry of Tourism, Culture and Sport
Public Health Agency of Canada
United Way Toronto and York Region

Corporations

CIBC Community Investment
George W. McGillis Insurance Agencies, Ltd.
Graphic Associates
J. T. Long Consulting Ltd.
Miller Thomson LLP
Pesce and Associates Human Resources Consultants
Real Food for Real Kids Inc.
Sun Life Financial

Service Clubs & Associations

CUPE Local 2316
York Lions Club

Foundations

Anonymous Foundation
CHUM Charitable Foundation
CIBC Children's Foundation
Jackman Foundation
Ontario Trillium Foundation
The Ben and Hilda Katz Foundation
The Catherine & Maxwell Meighen Foundation

In-Kind Donors

Art Gallery of Ontario
Brands for Canada
Calendar Club
Children's Book Bank
Jordan and Lisa Covens
Judith El-Saadi
Frontier College
Goods & Services
Kids Up Front
Tracy Morgan
Ontario Science Centre
Toronto Public Library

Individual Donors

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Derrick Rico Amegah
Audrey Amo

Rosemary Anderson
Anonymous Donors
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Mary Ann Archer
Mike and Ruth Armstrong
Ellen Benjamin
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Irene Chang
Nicholas Cheung
John Chou
Lynne Clark
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Kathy Cunningham
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Bill Mansfield and Monica Nelson

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Barbara McGregor
Andre Nowakowski
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Debra Pepler
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Vivian Rosenberg
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Maureen Simpson and Almos Tassonyi
Kim Smiley
Hugh and Claire Sutherland
Erica Teklits
Linda Tremblay
Kathryn Underwood
Deborah Vigoda
Andrea Walker and Lawrence Crawford
Judy Wang
Karla Wentzel
Don Wilkinson
Katherine Joyce Woods

AND TO OUR PARTNERS

Community Partners

Adventure Place
Art Starts Neighbourhood Cultural Centre
B & M Hair Studio
Barbers of Eglinton
Canadian Mothercraft Society
The Children's Book Bank
Community Living Toronto
COSTI Education Centre
Early Abilities (TPSL)
Elegance Barber and Salon
Etobicoke Brighter Future Coalition
The George Hull Centre for Children and Families
The Hincks-Dellcrest Centre
Holland Bloorview
Home Child Care Association of Ontario
Home Child Care Association of Toronto
HommeSpaFemme
Humberwood Centre
Infant Mental Health Promotion
Jane/Finch Community & Family Centre
Kids Up Front
LAMP Community Health Centre

More Than A Haircut Inc.
North York Community House
Onyx Barbers
Pride Toronto
Pure Vibes
Quality Early Learning Network
Somali Immigrant Aid Organization
Speech and Stuttering Institute
St. Bernadette's Family Resource Centre
Toronto Catholic District School Board
Toronto District School Board
Toronto Parks, Forestry & Recreation
Toronto Police Services, 12th and 13th Division
Toronto Public Health
Toronto Public Library
Ujima House/Young and Potential Fathers
Unison Health and Community Services
Wisdom Barbers
Yorktown Family Services

Colleges and Universities:

CDI College
George Brown College
Humber College
Mothercraft College
Ryerson University
University of Guelph – Humber
University of Toronto

Thank you!

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United Way
Toronto & York Region

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