

Ontario Coalition for
Better Child Care

ANNUAL
REPORT

2005



Who We Are

The Ontario Coalition for Better Child Care (OCBCC) was founded in 1981 to advocate for universally accessible, quality, non-profit regulated child care in the province of Ontario.

Our membership includes representatives of more than 500 organizations and individuals from education, health care, labour, child-welfare, injury prevention, rural communities, First Nations, Francophone, social policy, anti-poverty, professional, student and women's organizations. We serve community based child care programs, local child care coalitions and support the activities of nine Child Care Action Networks (CCANs) across the province.

The Coalition is a public awareness organization and a non-partisan political action group. We work to bring the benefits of early learning and care to the attention of the public, and policy makers. The work of the OCBCC covers a wide range of activities, including:

- Monitoring provincial child care policy and legislation
- Lobbying for changes and improvements
- Developing policy alternatives for government consideration to improve the quality, accessibility and management of child care services
- Developing books, manuals, fact sheets and news bulletins on child care policy and operations for use by child care programs, early childhood education training programs, parents and the general public
- Conducting public information campaigns through written material, videos, public service announcements, public speaking and working with the media
- Conducting and commissioning research
- Providing a variety of services to assist community based child care programs
- Participating in an array of advisory committees, task forces, community planning bodies and child care development associations

726 Bloor Street West, Suite 209, Toronto, ON M6G 4A1

416-538-0628 (p) – 416-538-6737 (f)

info@childcareontario.org

www.childcareontario.org



ONTARIO COALITION
FOR BETTER
CHILD CARE

Table of Contents

Who we are	1
Letter from the Co-Presidents	3
The OCBCC Team	4
Briefs, Reports and Submissions	5
OCBCC Activities	
Child Care Action Networks	6
Friday Phone Fun	7
Child Care Worker and Early Childhood Educator	7
Appreciation Day	7
Advocacy Assembly	8
Working with coalition partners	9
Special Projects, Issues	
Federal Election	10
Building Blocks for child care	10
Child care: build it right! tour and lobby	10
Woman Power and Politics	11
Financial Statements	12
Membership Information	15

NOTE: This annual report covers the period
of April 1, 2004 to March 31, 2005

Letter from the Presidents

Shellie Bird and Cheryl DeGras, Co-Presidents

The Ontario Coalition for Better Child Care has had an extremely busy year advancing our agenda and being there to assist our members and the broader child care community to take action on the national Building Blocks campaign, the *Child Care: Build It Right!* provincial campaign and to support local communities to deal with municipal funding and policy decisions. We continue to improve our financial outlook and we have achieved a major priority to bring on an additional staff person. This priority was achieved in large part because of the diligent and tireless work of our Executive Director.

The OCBCC played an important role at the national conference in Winnipeg in November, *Child Care for a Change*. We had members at the mikes to confirm our position, views and concerns about the federal/provincial/territorial child care discussions. When we returned, we released our own policy paper, *To Boldly Go... towards a comprehensive child care system in Ontario*, which set out a solid foundation for the development of a quality, universal, accessible, inclusive and developmental child care system. We will continue the struggle to ensure that our provincial government cannot ignore what the rest of us know – the importance of getting *all* the building blocks right from the start!

What makes us the most proud however, is having gone the extra distance. We did this with the Ontario Federation of Labour in our joint *Child Care: Build it Right* tour of 15 cities and towns across the province of Ontario. Shellie was fortunate to be able to attend a number of the tour locations and feels the amount of additional political pressure we were able to build from going out directly to inform and engage working people and child care communities across the province was phenomenal. Shellie believes this tour was significant for building support and involvement in our Queens Park Lobby!

We would be remiss not to mention the incredible and ingenious work of our Executive Director in bringing together the disparate interests of child care and child and family services to a common table - “Common Table for Childhood Development and Care in Ontario”. Through this work we have positioned the OCBCC as a leader in bridging the differences that have for years been used by governments against regulated high quality child care. Through Kira’s leadership we have developed new friends and have found ways of working together on shared interests that will serve us well as we begin to chart out a provincial child care system.

Shellie also takes this opportunity, as one of the co-presidents, to thank Cheryl DeGras for the honour and pleasure of having shared this position with her for 3 terms. Cheryl’s contributions, her wisdom and generosity, her support and her deep and abiding commitment to the goals and objectives of the OCBCC will be dearly missed. Having said that, Shellie has every expectation that Cheryl will continue to play a vital role in our organization and that she will continue to make a difference in the lives of the children and families who she works with.

Cheryl in turn thanks Shellie and others for their kind words as she leaves the position of co-president. Cheryl will proudly fill the responsibilities of past president contributing wherever she may be helpful.

As co-presidents of this great organization we also know that without the dedicated staff and the undying enthusiasm of members we could not make such proud and empowering statements!

The OCBCC Team

Council Members 2004-2005

Executive Members

Bird, Shellie – Ottawa Federation of Parents Daycare
Buffett, Barbara - Dryden Children's Res. Centre
DeGras, Cheryl – Early Learning Centre, U of T
Dobusz, Diane -Pat Shultz Child Care Centre
Edelson, Miriam – OPSEU
Teibo, Janet - CUPE 2484-25 Sub Local Rep
Hunt, Victoria – OECTA
Johnson, Kathy – CUPE Ontario
Leblanc, Nancy – General Member
McCaffrey, Vivian - ETFO
McGuire, Janice -Generations Day Care, Petrolia
O'Neill, Diane – Aladin Daycare, Ottawa
Saarikoski, Tracy – Teddy Bear Daycare, Garson
Sceviour, Carrol Anne - Ontario Fed. of Labour
Simpson, Libby - General Member

* Resigned mid - term

** came on board mid term

Staff

Kira Heineck, Executive Director
Jane Brown, Communications and Outreach Coordinator
Sue Parker, Office and Membership Administrator

Council Members

Barata, Pedro* - Campaign 2000
Boyer, Heather* - Canadian Auto Workers CC
Coffey, Mary Lou – Walden Daycare, Lively
Francis, Desiree** - OSSTF
Friendly, Martha - CRRU, U of T
Jeandron, Laurie – General Member
Jordison, Sarah* - Centro Clinton Day Care
Kelley, Heather - IAMAW
Kent, Pam – LARC, Napanee
Knudsen, Else Marie – CUPE 2316, Toronto
Laflamme, Michel – Regroupement des Services éducatifs à l'enfance d'Ottawa
Magloughlin, Cindy – Dalhousie Parents' Day Care Centre, Ottawa
McPhail, Margaret** - OSSTF
Mercer, Jane - Toronto Coalition for Better CC
Nash, Peggy - Canadian Auto Workers
Nichols, Cathie -SONG
Oliver-Linton, Cheryl - Learning Enrichment Foundation
Rafferty, Sinéad - General Member
Roy, Yvan – Ontario Teachers' Federation
Sousa, Eduarda** - AECEO
Stodart, Lesley - USWA

The OCBCC is pleased to host students from the Early Childhood Education programs at George Brown College and Ryerson University.

The OCBCC gratefully acknowledges the support of the following funding partners in 2003/2004: The Laidlaw Foundation, the Trillium Foundation, Status of Women Canada and the Atkinson Foundation.

Briefs, Reports & Submissions

To boldly go...towards a comprehensive child care system in Ontario. An OCBCC policy paper. November 2004.

To boldly go - Taking the first steps towards a comprehensive child care system in the 2005 Ontario Budget. A Submission to the Standing Committee on Finance and Economic Affairs, Government of Ontario. January 2004.

Report on the status of regulated child care – 2004 Municipal Budgets. OCBCC, CUPE and OFL. April 2004.

Send the building blocks for child care to Ottawa and Queen's Park! Ontario lobby kit. December 2004.

Child Care: Build It Right! tour and lobby package. February/March 2005.

Build it Right! OCBCC response to Ontario's Best Start Plan. April 2005.

Woman Power and Politics. Second Edition (updated) and in French. TCBCC & OCBCC, September 2004.

Federal Election Kit

Child Care Watch – OCBCC newsletter.

Child Care Action Networks

The Child Care Action Networks (CCAN) are the foundation the OCBCC's team across Ontario. In 2004/2005 the coalition welcomed the addition of two new CCANs to our network, one in Waterloo Region and the other centred in the rural areas around Napanee and Belleville in southeastern Ontario. Our other CCANs are active in Windsor, Niagara Region, Hamilton, Thunder Bay, Sudbury, Peterborough, and Ottawa.

The CCANs work to:

- Share information and advocacy success and strategies both within and across communities
- Facilitate the development of a greater understanding of the issues affecting child care including monitoring and evaluating the status of child care services in Ontario
- Enable local community members to articulate their views on early learning and care services and strengthen the child care community's ability to respond and advocate for child care
- Facilitate analysis and responses to new policy and government funding initiatives
- Organize and support local action to encourage local and provincial governments to preserve quality child care services in Ontario
- Assist regional representatives in organizing local discussions and advocacy
- Provide a forum for networking and working together to affect policy change.

The CCANs are action-oriented groups and participate together to create the provincial and national solutions that best address their local needs. They have been involved in numerous public federal budget and throne speech watches, federal election activities, Child Care Worker Appreciation Day, and in local activities with their own municipal governments. We also all came together for a CCAN conference in Winnipeg in November, just before the national child care conference that we also attended. We chose to focus our skills-building work on how child care policy is developed in Canada so that our CCAN members were well-prepared for the conference. We then met during the Saturday night, joining other child care activists from across Canada, to de-brief on conference activities and brain-storm on how we all might participate in the development of final resolutions.

The OCBCC is strengthened by the growing reach and stability of the CCAN network across Ontario. The current political reality of "downloading" which has left so much of the responsibility for the delivery of child care with the municipalities in Ontario, while at the same time handicapping them with little funding – or ability to generate more funding – makes the need for a strong CCAN network extremely important. It is at the municipal level today where effective lobbying can take place and where meaningful changes in the short-term are possible. This reality makes the CCAN network crucial to ensuring that the OCBCC is the best we can be as a provincial advocacy voice for better child care. The CCAN network is also essential for achieving our provincial and national child care goals as we build a campaign from the ground up.

The OCBCC and the CCANs gratefully acknowledge the support from *Status of Women Canada* and *The Atkinson Foundation* and thank them for their generous commitment to the CCAN network.

OCBCC Activities

Friday Phone Fun

Every Friday, MPs and MPPs return to their ridings in order to stay in touch with their communities. Therefore the OCBCC organizes our members to phone their MPs and MPPs each Friday. Participants sign up for weekly reminders, which are sent out each week along with campaign updates and messages for the week.

Friday Phone Fun (FPF) first started in 2002 when the coalition mobilized to stop the budget cuts to child care in Ontario proposed by the Tory government. We continue to use it on a regular basis and have 100s of subscribers, most of whom in turn pass FPF along their own networks. FPF continues to be a success - we often hear of overwhelmed staff in MP and MPP offices who are getting too many phone calls!

Child Care Worker and Early Childhood Educator Appreciation Day

On October 27, 2004 we successfully celebrated, along with 10,000s of child care workers and ECEs, our six union partners and over 100 municipalities (up from 80 the year before!) that passed resolutions declaring the day the 4th Annual Child Care Worker and Early Childhood Educator Appreciation Day across Ontario. This is an important day during which parents, boards, supervisors, community members and politicians show their thanks and appreciation for the skills and dedication of those working in child care.

Dozens of communities across Ontario held public events, including the towns of Ajax, Bruce Mines, Espanola, Parry Sound, and Wasaga Beach, the municipalities of Highlands East, Port Hope, Durham Region and York, the Townships of Leeds and the Thousand Islands and King, and the cities of Niagara Falls and Ottawa. This year also saw a prevalence of municipal and regional governments issuing their own press releases of support as well.

The OCBCC held it's official press event to launch the day in Toronto this year at the wonderful Hester How Day Care centre at City Hall. Our featured speakers were Sharon Wrabko, a parent at the centre, Mayor David Miller and CUPE president Sid Ryan. Our main message was that quality in child care is directly linked to a well-supported workforce in terms of wages, benefits, working conditions and training opportunities. As Mayor Miller read from Toronto's official proclamation. "Child care workers and teachers are at the core of quality programs for children in our city."

Special thanks to all who participated, and to our labour partners for sponsoring the day:

CUPE Ontario Division
National Union of Public and General Employees (NUPGE)
Elementary Teachers' Federation of Ontario (ETFO)
Ontario Secondary School Teachers' Federation (OSSTF)
Canadian Auto Workers (CAW)
Ontario Public Service Employees Union (OPSEU)
Service Employees International Union (SEIU)

OCBCC Activities

Advocacy Assembly

Starting in 2004, the OCBCC hosts an annual advocacy assembly for all our members. Each assembly is designed to engage OCBCCers in advocacy issues, skills-building and always has an advocacy action component.

Our first Assembly was from June 4-6, 2004 in Toronto. Almost 100 members joined us and we were honoured to have Dr. Marie Bountrogianni, Ontario Minister for Children and Youth Services, as our key-note speaker. Dr. Bountrogianni (MPP Hamilton Mountain), who is an ECE herself and who grew up in child care (her mother ran a child care program in Hamilton), was warmly received by the audience. She shared with us her excitement about being named the Minister for children and her commitment to regulated high quality child care. Referring to child care and her new government in Ontario she said, “Now, for the first time in more than a decade, child care moves up the list of public priorities to rank right up there with health and education.” After her speech, the Minister took many questions from the floor during a Q&A session moderated by OCBCC Council member Miriam Edekon.

Because it was only the day before that the federal Liberal party announced that a national child care plan was part of their election campaign, child care was at the forefront of the news and in public debate. At the last minute, the Liberals asked if they could send a speaker to our Assembly to answer questions on the platform. We were delighted to offer our members this opportunity to be addressed by an MP so we welcomed John Godfrey, MP for Don Valley West and a long-time advocate for child care in Ottawa to speak after Minister Bountrogianni.

Other Assembly events included a performance by an amazing acapella group donated by the Elementary Teachers’ Federation of Ontario (ETFO), a Cross-Ontario checkup allowing members to find out more about child care from communities across the province, dinner together at a local Chinese restaurant, a roundtable discussion of the OCBCC policy discussion paper, and a workshop on working with municipal councils and staff for better child care.

This annual event is made possible by the generous support of the Atkinson Foundation, to whom we are very grateful!

Working with coalition partners

Throughout the course of every year OCBC board members and staff have many opportunities to work with coalition partners in a variety of ways, including sitting on boards, participating in conferences, speaking engagements, special projects and campaigns.

The following is a list of activities the coalition engaged in with our partners. Any omissions are regretted as we have enjoyed and valued our work with each and every partner:

- OFL Women's Conference – Toronto – May 2004
- OFL Women's Committee Retreat – Windsor – 2005
- Canadian Union of Public Employees (CUPE) Ontario Convention – 2004
- CUPE 2484 Executive
- Association of Early Childhood Educators (AECEO) Conference – London - 2004
- Ontario Public Service Employees Union 2004 Convention - Toronto
- Elementary Teachers' Federation of Ontario (ETFO) Annual Dinner – 2004
- Mothercraft – panel presentation
- George Brown College – class presentations
- Toronto Coalition for Better Child Care – Board Member
- Child Care Advocacy Association of Canada (CCAAC) – Board Member
- Campaign 2000 – Steering Committee member
- Equal Pay Coalition
- Ontario Coalition for Social Justice – Steering Committee member
- Ontario Alternative Budget – Working Group
- Integration Network for Early Learning and Care
- Ontario Bar Association
- Solidarity Works!
- International Women's Day Rally and March – 2005
- Child Development Resource Connection Peel - panel discussion – January 2005
- The Common Table on Childhood Development and Care in Ontario

Special Projects, Issues

Federal Election 2004

The coalition and all our members worked day in and day out to get the child care vote mobilized across Ontario, keeping child care high on the public agenda and debate as well. The resulting minority government, with three of the parties supporting high quality, regulated child care – the Liberals, NDP and the Bloc, was considered a positive outcome – especially after a mid-election scare that the Harper Conservatives, who we know are no friends to child care, might win power.

Highlights of election activities we took part in include leaders' debate watches across Ontario and the press conference at Junction Day Care in Toronto with June Callwood to release our open letter to Canadians (with 100s of signatories) warning of the dangers to child care if the Conservatives were elected.

Building Blocks for Child Care Campaign

During the 2004 federal election the government outlined its commitment to spend \$5.5 billion for the creation of a national early learning and child care system based on principles of Quality, Universal, Accessible and Developmental. During the Winnipeg child care conference in November, delegates created the *Building Blocks* campaign. Its goal was to send as many blocks – real or paper – to Minister Dryden and each provincial or territorial Minister responsible for child care. The building blocks are: A publicly funded, sustainable system; a Child Care Act that guarantees standards and principles; public accountability tied to concrete provincial and territorial plans; and money for children, not profits.

Parents and child care communities across the country worked hard between November 2004 and February 2005 to ensure that governments got the building blocks for a new system right from the start. Children's building blocks – Lego and other kinds – were collected or made out of paper. Wheelbarrows and buses filled with blocks and children went to MP and MPP offices across Ontario and the country. In Ontario, children from Orde Street Day Care took their blocks to Queen's Park to send Minister Bountrogianni off to the February meeting in Vancouver with their best wishes for her role in successfully negotiating a national child care system.

Child care: build it right! Ontario tour and lobby

This was a tour of 15 communities across Ontario - with evening town halls and daytime meetings with local politicians and media – and a day of collective lobbying at Queen's Park in April 2005. The tour and lobby were organized in partnership with the Ontario Federation of Labour and the Canadian Labour Congress. Working together made both of these activities even more successful.

The tour brought people together to explore the historic opportunities before us and strategize on an action plan to unite our voices on what our federal and Ontario leaders must do to develop a high quality child care system. As negotiations continued in the winter and spring towards a national system, Ontario was a leader on accountability issues and one message of the tour was to support Minister Bountrogianni in keeping firm with the federal and other provincial and territorial governments.

Special Projects, Issues

The main message of the tour was that no matter what the terms of a federal/provincial deal are, the Ontario government would have to make important policy and funding decisions for child care here. The tour was also our chance to talk about what our vision for child care is for our province and what government leaders must do here to achieve a high quality system for Ontario after the federal/provincial deal is sealed.

We felt, and continue to feel, that our key issues – direct funding, improved wages, working conditions and training for workers, expansion in the non-profit sector only - can be won here. These are the wins that are most important for improving quality in child care – for children, their families and for workers across Ontario – and achieving these goals in Ontario will also show other areas what is possible. Combining our success with that of Quebec would mean that the majority of Canada’s population would have access to high quality, affordable and inclusive child care and we wanted people to think of the momentum this would create across the country.

The tour was followed by a day of collective lobbying on our vision for child care in Ontario at Queen’s Park on April 7, 2005. We were able to match 120 lobbyists from 40 communities across Ontario with 44 MPPs to giving both the opportunity to talk about our vision for child care in Ontario and to present our recommendations for future policy and funding decisions. It was a very exciting day, with a visit to Question Period, concluding remarks from representatives from all parties and new friendships forged, strategies formalized and conversations focused on a child care system in Ontario.

Woman Power and Politics

Woman Power and Politics was first produced by the OCBCC in partnership with the Toronto Coalition for Better Child Care in 2003. It is a guide for women on identifying and maximizing power in today’s political systems. Through the lens of child care as it influences women’s lives, *Woman Power & Politics* invites women to participate in politics, take opportunities and determine their future regarding areas such as education, poverty and domestic violence.

This book answers many of the questions about how government works. It guides women on getting or staying involved, and on understanding just where in our political systems women can maximize their power. It also reviews options for democratic reform that would provide women with more access to political power and defines different forms of advocacy, including a feminist approach to organizing.

In 2004 a second edition was published with updates after elections at all three levels of government and it was fully translated into a French edition as well.

Partners that made this book possible were Status of Women Canada, Elementary Teachers' Federation of Ontario, the Ontario Federation of Labour, the Canadian Auto Workers, the Ontario Secondary School Teachers Federation of Ontario and the Canadian Benefits Consulting Group.

Please note that full statements are available upon request.

Cowperthwaite Mehta

C H A R T E R E D A C C O U N T A N T S

AUDITORS' REPORT

To the Members,
Ontario Coalition for Better Child Care

We have audited the statement of financial position of Ontario Coalition for Better Child Care (incorporated as Better Child Care, Ontario Inc.) as at March 31, 2005 and the statement of operations and net assets for the year then ended. These financial statements are the responsibility of the coalition's management. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In common with many not-for-profit organizations, the coalition derives revenue from membership and fundraising, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, verification of this revenue was limited to the amounts recorded in the records of the coalition and we were not able to determine whether any adjustments might be necessary to membership and fundraising revenue, excess of revenue over expenses for the year, assets and net assets.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of membership and fundraising revenue referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the coalition as at March 31, 2005 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Cowperthwaite Mehta

Chartered Accountants

May 25, 2005
Toronto, Ontario

Financial Statements 04/05

ONTARIO COALITION FOR BETTER CHILD CARE

STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2005

	2005	2004
ASSETS		
Current assets		
Cash	\$131,139	\$ 32,077
Accounts receivable	13,877	15,337
Prepaid expenses	<u>3,896</u>	<u>6,365</u>
	<u>\$ 148,912</u>	<u>\$ 53,779</u>
LIABILITIES NET ASSETS		
Current liabilities		
Accounts payable and accrued liabilities	\$ 11,710	\$ 9,101
Deferred revenue (note 3)	<u>136,329</u>	<u>77,008</u>
	<u>148,039</u>	<u>86,109</u>
Net assets		
Unrestricted	<u>873</u>	<u>(32,330)</u>
	<u>\$ 148,912</u>	<u>\$ 53,779</u>

Approved on behalf of the Board:

_____, Director

_____, Director

Financial Statements 04/05

ONTARIO COALITION FOR BETTER CHILD CARE

STATEMENT OF OPERATIONS AND NET ASSETS

FOR THE YEAR ENDED MARCH 31, 2005

	2005	2004
REVENUE		
Grants (note 4)	\$ 162,977	\$ 51,877
Membership services	64,693	62,531
Sponsorships and sales	42,365	63,206
Administrative services	18,259	15,883
Donations and fundraising	<u>3,594</u>	<u>11,225</u>
	<u>291,888</u>	<u>204,722</u>
EXPENSES		
Salaries and benefits	124,320	132,636
Office and General	37,848	13,533
Rent, maintenance and utilities	25,560	28,158
Travel	18,256	2,278
CCAN Conference	16,368	13,761
Communications	9,771	6,526
Program printing and photocopying	8,336	17,146
Board, Council and committee	7,077	4,037
Professional services	5,778	7,268
Equipment	5,203	7,206
Advertising and promotion	<u>168</u>	<u> </u>
	<u>258,685</u>	<u>232,549</u>
EXCESS OF EXPENSES OVER REVENUE FOR THE YEAR	33,203	(27,827)
Net assets, beginning of year	<u>(32,330)</u>	<u>(4,503)</u>
NET ASSETS, END OF YEAR	<u>\$ 873</u>	<u>\$ (32,330)</u>

Membership Information

GENERAL MEMBERSHIP – Individual & Organization

INDIVIDUALS:

	YEARLY
Students, Unsalariated, Retired.....	\$16.50
Child Care Worker	\$27.50
all others	\$44.00

ORGANIZATIONS

local groups/coalitions.....	\$90.00
up to 50 members.....	\$100.00
51-200 members	\$150.00
201-1000 members	\$300.00
1,001-5,000 members	\$900.00
over 5,000 members.....	\$1,000.00

GENERAL MEMBERSHIP SERVICES INCLUDE:

Online resources on our regularly updated website and access to our resource library

Child Care Watch bi-monthly newsletter including Executive Director's Quarterly Report

Electronic Information Alerts

The opportunity to set child care policy through participation on the Coalition Executive and Council

Preferred access to meetings, conferences and seminars at reduced rates

NETWORK MEMBERSHIP – Child Care Program (Not-For-Profit)

Please check category

	YEARLY
child care program up to 50 children.....	\$180.00
child care program up to 75 children.....	\$205.00
child care program up to 100 children.....	\$230.00
child care program 101 children and over	\$250.00

Toronto Child care program - add..... \$50.00 to your category above for automatic dual membership in the Toronto Coalition for Better Child Care

private home child care agency..... \$90.00
- plus \$1.00 for each licensed space

support services agency or special \$275.00
constituency organization

resource program, drop-in centre,..... \$50.00
toy lending library, and others

Contact us at

info@childcareontario.org

or 416-538-0628/1-800-594-7514

for more information and to join.

NETWORK MEMBERSHIP INCLUDES

Access to child care information and advocacy on program-based issues

Child Care Watch monthly newsletter including Executive Director's Quarterly Report

Electronic Information Alerts

A Guide to Child Care in Ontario resource book

OPTIONAL BENEFITS

Comprehensive employee benefits package

Registered Retirement Savings Plan

Program Insurance and Officer's Liability Insurance – Some restrictions may apply.