



**VANCOUVER SOCIETY
OF CHILDREN'S CENTRES**

EMPOWERING CHILDREN AND FAMILIES

Annual Report 2020

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MESSAGE FROM THE BOARD CHAIR AND CEO

We know that access to quality early learning provides a strong foundation for lifelong success.

With a steadfast commitment to the highest quality education and curriculum, we have over the past year created and developed a deeper understanding of our philosophy and approach to emergent curriculum. Our revised curriculum tools ensure that children are listened to and valued for their ideas and innate knowledge. Our programs serve as places where children can experiment, investigate, and inquire about the world in ways that are relevant and important to them and learn how to live well together in ways that are respectful and meaningful.

Our educators continue to implement the principles of the BC Early Learning Framework by designing purposeful environments, executing innovative learning opportunities, evaluating the inquiries of the children, and engaging in critical reflection throughout their practice.

Growing and living in a world full of complexity can be challenging and overwhelming for children and in a socially and culturally diverse society it is essential we engage with multiple perspectives and views of children and families. Through emergent curriculum, individual cultures, knowledge, histories, beliefs and ideas influence and inform learning opportunities for children.

We are immensely proud of our educators who are professional, qualified, reflective role models and co-constructors of learning who continuously challenge themselves to grow alongside children and families.

Empowering children and families to reach their full potential and achieve life-long success is our vision. We thank our partners, volunteers and the entire VSOCC team for their significant and valued contribution to this important and privileged work.

Sincerely,



Ian Archambault
Chair, Board of Directors



Bernice Scholten
CEO

STRATEGIC GOALS

HIGH QUALITY: Defining and consistently delivering high quality early learning and care in a safe environment. We will ensure all programs have consistent quality elements including program environment, emergent curriculum, role of the educator and family engagement.

GREAT PEOPLE: Building a capable, aligned and engaged workforce.

We will work to advance recruitment, succession planning, onboarding, performance management, and training and development strategies.

ORGANIZATIONAL CAPACITY: Enhancing and evolving organizational capacity. We will build capacity in our existing systems and introduce new options to improve the effectiveness, efficiency and consistency of administrative functions.

GROWTH: Leveraging and supporting the growing demand for childcare. We will identify opportunities to grow and create additional childcare spaces.



ABOUT VSOCC

The Vancouver Society of Children's Centres (VSOCC) has been serving families with young children since 1995. In partnership with many others, we have worked to create a vibrant community for families in the downtown peninsula of Vancouver. Today, VSOCC is the largest single-purpose organization providing non-profit child care in British Columbia, and is one of the largest providers of infant & toddler care in western Canada.

MISSION

Work with government, business and community partners to develop and deliver quality services which help children and families thrive

VISION

Empowering children and families to reach their full potential and achieve life – long success

VALUES

Life-long Learning

Children are capable, competent, naturally inquisitive and learn best through play. We nurture children's natural desire to wonder and learn, and create safe learning environments that provide endless opportunities to explore, experiment, and meet their fullest potential. Educators are professional, qualified, reflective role models and co-constructors of learning who continuously challenge themselves to grow alongside children and families.

Diversity and Inclusion

We embrace diversity and create environments of acceptance, respect, understanding and inclusion. We commit to learn, understand and appreciate each person's unique attributes, abilities, and cultural history and ensure these are recognized and valued in our programs and work places.

Employee Well-being

We care deeply about our people and make every effort to bring out the best in each other. Teamwork, trust and employee well-being are vital to a positive workplace. We support and encourage each other when things are challenging or difficult. We are dedicated to professional and personal growth and invite opportunities to learn together.

Strong Partnerships

Trust is the foundation of every relationship and we are defined by the quality of our connections with children, families, government and community partners. Families are the first and primary teachers and caregivers who have the most important role in promoting their children's well-being, learning and development. We engage families and community partners in creating a feeling of connectivity, belonging and support.

CENTRES

ATELIER CHILDREN'S CENTRE

396 - 825 Homer Street

BAYSHORE GARDENS CHILDREN'S CENTRE

200 - 581 Cardero Street

CHARLESON CHILDREN'S CENTRE

1378 Richards Street

DOROTHY LAM CHILDREN'S CENTRE

188 Drake Street

ELSIE ROY ELEMENTARY SCHOOL

150 Drake Street

INTERNATIONAL VILLAGE CHILDREN'S CENTRE

680 Abbott Street

CROSSTOWN ELEMENTARY SCHOOL

55 Expo Boulevard

THE JUNCTION CHILDREN'S CENTRE

1059 Main Street

LIBRARY SQUARE CHILDREN'S CENTRE

301 & 401 - 345 Robson Street

THE MARK CHILDREN'S CENTRE

100 - 1362 Seymour Street

PENDER STREET CHILDREN'S CENTRE

100 - 1140 West Pender Street

QUAYSIDE CHILDREN'S CENTRE

1011 Marinaside Crescent

SAPPHIRE CHILDREN'S CENTRE

1170 West Pender Street

SEA STAR CHILDREN'S CENTRE

1451 Homer Street

SHAW TOWER CHILDREN'S CENTRE

505 - 1067 West Cordova Street

WEST VILLAGE CHILDREN'S CENTRE

131 West 2nd Avenue

HIGH QUALITY

Strengthening program quality:

In our commitment to offer the highest standard of quality and early learning opportunities for children and families we introduced several revised curriculum tools including observation sheets, curriculum plans, and a pathways and inquiries companion document. These assist educators in communicating and engaging children, families, and their colleagues within their pedagogical explorations.

To support the Truth and Reconciliation Commission of Canada's (TRC's) Call to Action, VSOCC has made efforts to acknowledge First Peoples cultures, recognise land based pedagogy, and First Peoples Principles of Learning (BC Early Learning Framework, 2019) through revised curriculum tools and training. We have begun a comprehensive review to include land based materials and equipment in our learning centres and continue to develop professional development opportunities for our educators and employees.

In support of diversity, inclusion, and family engagement, families are invited and encouraged to share valued family traditions and celebrations. Educators plan family engagement events where families can share these meaningful values and traditions with the other children and educators.

With the release of the revised Canada Food Guide, VSOCC has been working closely with a Holistic Nutritionist and Dietitian with Vancouver Coastal Health to revise our in-house food program. The food program will be entirely plant-based, focusing on increased vegetables, fruits, whole grains, and protein rich foods. We will introduce diverse dishes, representative of our families and community.

To support children's social and emotional development, each program was provided with Self-Regulation Kits, which included a variety of sensory materials as well as mindfulness and breathing activities/exercises. Training to support social emotional learning (SEL) was introduced, providing educators with research, strategies, and tools to use within their programs.

Collaborated with our community partners:

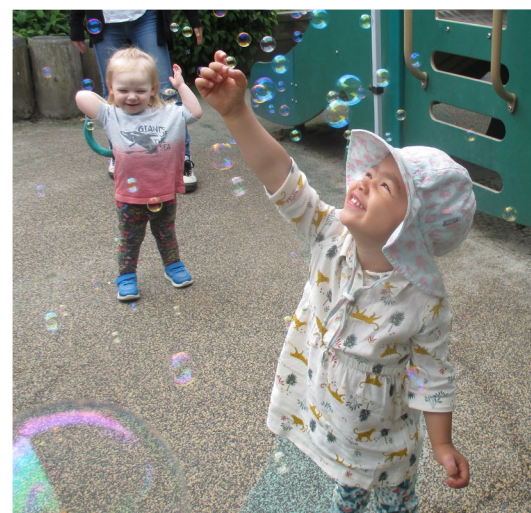
After 4 years, VSOCC and Mount Pleasant Neighbourhood House continue to partner and host a weekly, Saturday morning, Family Drop-In program at the WEST Village Children's Centre.

The Downtown West End Planning Table continues to collaborate and create seasonal calendars which profile children and family programs and events in the Downtown Vancouver community.

With Vancouver Early Years Partnership funding, VSOCC and partnering organizations, Gordon Neighborhood House and the YMCA of Greater Vancouver, delivered a successful family resource drop-in program, a 'Food Skills' for Families program, and a 'Man in the Moon' literacy program for fathers.

From brain development to school success, research has proven the critical role of social emotional learning (SEL). The Vancouver Early Years Partnership, a local collective of child and family service providers, including VSOCC, released 'SEL Matters' which shares evidence based research supporting the importance of SEL in the early years and its long term impacts on school success, our society, and economy. The website includes additional resources for families and educators to support social and emotional well-being at home and within child care environments.

In collaboration with Child Health BC and the Ministry of Education, VSOCC supported a project to develop inclusive, family friendly, educational activities for the 'Play Today: A Guide For Families'. This is a companion document for the newly revised BC Early Learning Framework.





GROWTH

Continue to collaborate with the City of Vancouver to plan, design and construct new children's centres and enhance the design and technical guidelines for quality child care facilities in Vancouver.

VSOCC has been appointed to operate new child care facilities at the Pearson Dogwood development (Cambie Street & 57th Ave) and at the 1400 Alberni Street passive-house development.

Ongoing efforts to explore and identify options to grow and create additional child care spaces.

GREAT PEOPLE

With the newly revised BC Early Learning Framework and updated VSOCC curriculum tools, we developed four 'Core Curriculum Training Modules'. These sessions will be introduced at our annual VSOCC Professional Development days to ensure consistency, quality delivery, and care.

Introduced leadership training ('Essentials for Managers') for employees with supervisory responsibility including those identified for future supervisory roles.

All employees participated in two annual professional development days which included:

- *Rhythms & Intensities*
- *Exploring Reconciliation in Child Care Practice*
- *Understanding Pay and Benefits*
- *VSOCC Curriculum and Curriculum Tools*

Negotiated and ratified a new 4-year collective agreement.

Completed our annual employee engagement survey:

- 94% agree/strongly agree they have the opportunity at work to learn and grow
- 93% agree/strongly agree they have fun at work
- 98% would recommend VSOCC as a good place to work
- 91% agree/strongly agree that their ideas and opinions matter
- 97% agree/strongly agree that VSOCC is committed to diversity and inclusion



ORGANIZATIONAL CAPACITY

Implemented a new payroll and HRIS system which has led to significant increases in efficiency and time saved.

Developed several new tools and reports to help manage our waitlist, enrolment and financial data.

Updated the VSOCC website which will be launched fall 2020 with a new online waitlist application.

Updated our computer operating system and began preparations for a cybersecurity assessment.

Privacy policy has been updated to reflect best practice and ensure full compliance.

Further enhanced and created sustainable, healthier and inspiring learning environments with the installation of eco-friendly building materials, installation of fruit trees and children's gardens, and sourcing of Canadian materials and products.

16 locations
33 programs
250 staff
772 licensed spaces

92% of families
feel educators value
inclusion and diversity

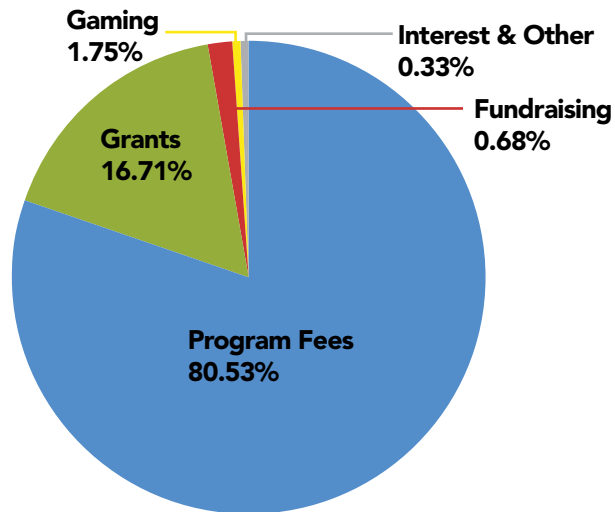
96% of families
indicate high levels
of satisfaction





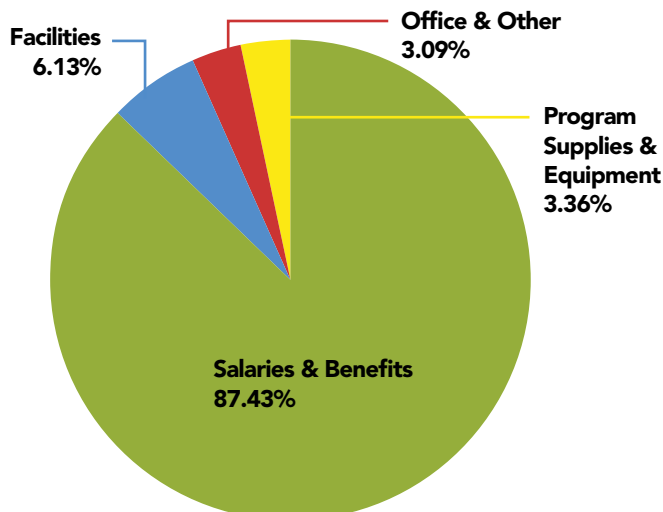
FINANCIAL OPERATIONS FOR THE YEAR ENDED MARCH 31, 2020

REVENUE



\$12,874,938

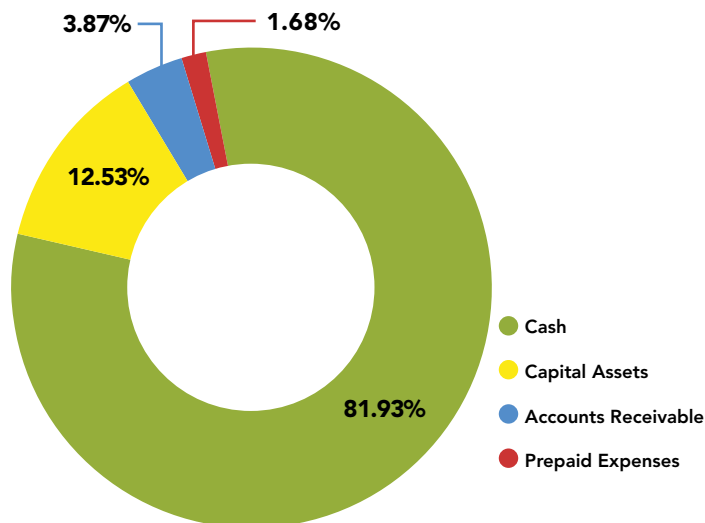
EXPENSES



\$12,823,982

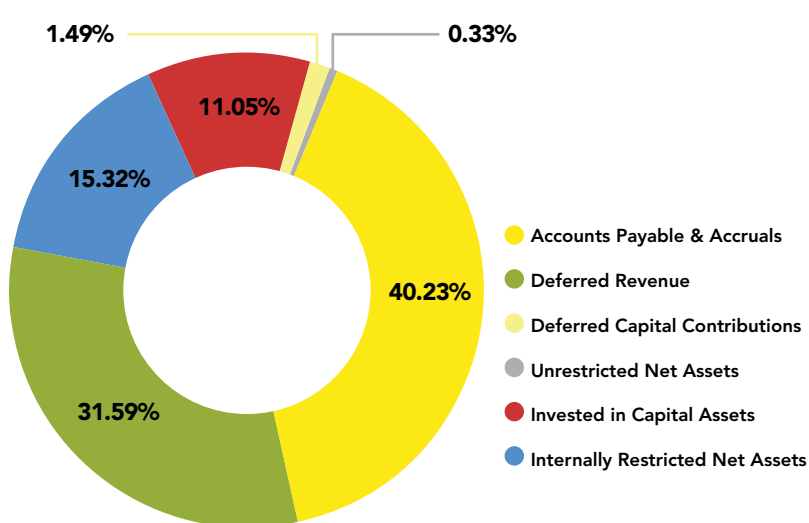
FINANCIAL POSITION AT MARCH 31, 2020

ASSETS



\$2,034,130

LIABILITIES & NET ASSETS



\$2,034,130

VSOCC's audited financial statements were completed by BDO. A copy of the 2020 audited financial statements is available upon request.

THANK YOU TO OUR PARTNERS, DONORS AND FUNDERS



VANCOUVER SOCIETY OF CHILDREN'S CENTRES

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