



VANCOUVER SOCIETY OF CHILDREN'S CENTRES

Annual Report 2022 – 2023

**EMPOWERING
CHILDREN AND FAMILIES**

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MESSAGE FROM THE BOARD CHAIR AND CEO

After over 50 years of advocacy, the BC and federal governments have committed to building a universal, public, and \$10aDay child care system. While there is much more work to be done, we are seeing measurable progress and commend the government's commitment to child care. In December 2022 VSOCC was thrilled to announce that all our child care spaces became \$10aDay. This was remarkable for our families who described this news as 'life changing'.

Too many families however, face the worry of long wait lists for child care spaces and we look to government to fulfil its commitment to developing and implementing a capital plan to build high quality, publicly-funded, community-owned facilities to meet local needs and priorities. VSOCC continues to pursue opportunities to increase the number of much needed child care spaces in the City of Vancouver. We are pleased to have been appointed by the City of Vancouver as operator for several new child care developments and expect to have an additional 300+ spaces in the next 3-5 years. With our ongoing investments in organizational capacity, we are strong, stable and well-positioned for the growth required to address the increasing and urgent demand for child care spaces.

At the center of child care is the significant and important role of the Early Childhood Educator (ECE). Currently, there are simply not enough ECE's to keep pace with the number of child care spaces required and this can only be accomplished through a persistent focus on recruitment, retention and training, as well as fair wages and benefits for educators. An important next step for government is to introduce an equitable ECE wage grid, with benefits, and working conditions that will stabilize the child care sector and attract talent.

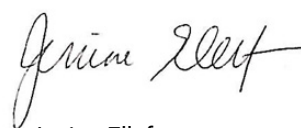
Despite a focus on growth, we remain steadfast in our commitment to quality care and learning in our programs. This involves recognizing and supporting the pedagogy and professional practices of Early Childhood Educators. Through our partnership with the Early Childhood Pedagogy Network (ECPN), we were pleased to welcome a pedagogist into some of our programs. A Pedagogist participates directly in programs and supports the efforts of educators to engage with children and families in innovative and critical ways and to introduce new ideas, theories, materials and opportunities. We hope to expand this program and have pedagogist's involved in all of our programs soon.

We thank our families for their important involvement and support in our programs. It is our core belief that families have the most important role in contributing to their child's well-being and learning. In the recent family survey we were very pleased that 98% of families agreed that their opinions and beliefs as parents/guardians are respected and valued.

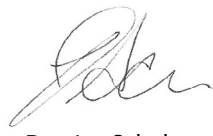
Our employees define VSOCC and we are immensely proud and grateful for their unwavering commitment to our children and families and to their profession. We thank them for the important role they play in nurturing children's desire to wonder and learn and for creating safe environments that provide endless opportunities to explore, experiment and meet their fullest potential.

We are proud of what has been accomplished over the past year with the support of our employees and volunteers and look forward to the year ahead!

Sincerely,



Jenine Ellefson
Chair, Board of Directors



Bernice Scholten
CEO

The Vancouver Society of Children's Centres (VSOCC) is a non-profit organization providing licensed childcare and has been serving families since 1995. In partnership with government, community and business partners we design, develop and operate child care facilities and have created a vibrant community for families in the City of Vancouver. VSOCC currently operates 33 licensed child care programs, offering 772 childcare spaces in 16 locations. Licensed childcare programs include group care for children ages three months to kindergarten, preschool and school age programs.

Our Mission

We develop and deliver excellent quality, inclusive child care services in collaboration with government, community and business partners

Our Vision

Empowering all children and families to reach their full potential

Our 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

CROSTOWN 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



QUALITY CHILD CARE:

Continue to deliver excellent, inclusive early learning opportunities and child care in a safe environment.

Children and educators are active and responsive participants through co-constructed emergent curriculum aligned with the BC Early Learning Framework. VSOCC expanded its partnership with the Early Childhood Pedagogy Network (ECPN) and introduced a pedagogist into more of our programs. A Pedagogist participates directly in programs and supports the efforts of educators to introduce new ideas, theories, materials and opportunities.

In February we held our first annual curriculum planning day where educators reviewed and reflected on their approach to curriculum and the use of dialogue and tools to identify and pursue children's interests. This was also an opportunity to review and refresh program environments.

Families are active participants in programs and engage with curriculum through documentation, discussion and involvement with the Storypark application. Family events were held at all programs and provided opportunities for families to connect with each other and engage with educators.

A further review of the nutritional content of our food program was completed and we introduced a 'Plant-based Menu and Healthy Eating Environment' workshop to support educators in promoting healthy eating habits and introducing new foods to children.

Children engage in a variety of opportunities to connect to the land, place and nature in VSOCC's playground landscapes and gardens. Playground upgrades and repairs were completed in several centres over the past year and several garden revitalization projects were completed. We remain committed to creating and maintaining natural, sustainable outdoor environments with opportunities for gardening.

Our annual Family Survey was held in June and is an important opportunity to gather feedback from our families.

- 98% of families feel their opinions and beliefs are respected and valued
- 98% of families agree that educators work with them to resolve any problems or concerns
- 94% of families have a good understanding of the program philosophy, goals and curriculum
- Overall, 99% of families are satisfied with their family's experience at VSOCC

EMPLOYEE CARE:

Build and retain a healthy, capable and engaged workforce where employees are valued.

With the growing shortage of Early Childhood Educator's (ECE's), retention and recruitment remained high priorities. As a result, there are very few vacancies and low turnover. To encourage retention, employees are now given higher priority for VSOCC child care spaces.

We partnered with a third party organization to manage workplace injuries and support employees with early intervention post injury and the safe and timely return to work. Injuries common in the child care sector have been identified and workplace safety training provided to minimize risk of these injuries.

A formal succession and training plan was developed to identify high performing employees interested in leadership positions.

A review of our orientation and onboarding process was completed and we revised the content and increased the number of training and orientation days for new hires.

Two professional development days were delivered with topics including: 'Decolonizing Early Childhood Education', 'Behavior Through a Different Lens', and 'ECE Code of Ethics'.

Our annual Employee Survey was held in May and is an important opportunity to gather feedback from our employees:

- 96% of employees are proud to work at VSOCC
- 95% of employees recommend VSOCC as a good place to work
- 91% of employees are satisfied with opportunities for ongoing professional development
- Overall, 96% of employees are satisfied with their employment at VSOCC

DIVERSITY, EQUITY AND INCLUSION:

Increase our capacity to deliver attainable, equitable, diverse and inclusive child care and workplace environments.

In December 2022, all VSOCC spaces became \$10aDay. We are working closely with partner agencies to identify and prioritize low income families for some of these child care spaces.

A Musquem activist and advocate for cultural revitalization joined our professional development day. This session created a meaningful opportunity for internal reflection and deeper understanding of the impact of colonization and the residential school system.

A 'Disrupting Unconscious Bias' training session was held with all staff and challenged us to become aware of our biases thereby allowing us to mitigate and counteract them.

We continue to encourage families to share their unique celebrations and traditions and find opportunities to include these within our programs.

VSOCC continues to work with partner organizations to support inclusion of children with diverse needs and abilities. Our inclusion and diversity policy guidelines are currently being reviewed and updated.

- 99% of families believe that educators value inclusion and diversity
- 96% of employees believe VSOCC is committed to diversity and inclusion

ORGANIZATIONAL CAPACITY:

Enhance and evolve organizational capacity to allow us to scale up and meet the demand for more child care spaces.

A significant project to improve the efficiency and effectiveness of our database is well underway with improvements to waitlist, enrolment and attendance tracking.

VSOCC's information technology structure and systems are secure, efficient and effective in supporting operations and scalable to enable growth. All firewalls have been updated resulting in increased stability and security for the centres. Accounts Payable has been automated resulting in less administration and more timely payments. The transition to Office 365 is underway.

A full review and revision of both our external and internal privacy policies was completed.

Efficiencies in data management, storage and record keeping have been identified and an implementation plan is being developed.

Numerous capital projects were completed throughout the year including several playground upgrades, painting, and replacement of counter tops and appliances.

Engaged in a project funded by the City of Vancouver and the BC Cancer Agency which involved the installation of sunshades in our Dorothy Lam toddler playground. BC Cancer Agency and UBC explored the impact of the sunshade on outdoor play activities.

GROWTH:

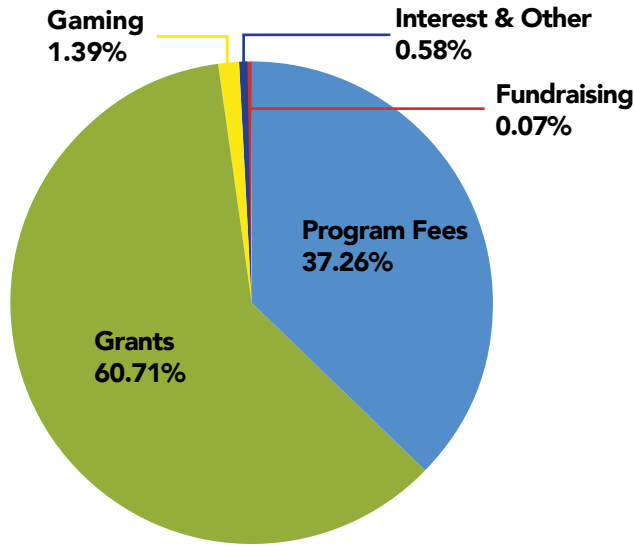
Create additional child care spaces.

We continue to work closely with the City of Vancouver to identify, design and open new, quality child care spaces. With a strong and stable infrastructure and the federal and provincial government's commitment's to increasing the number of child care spaces, VSOCC is well-positioned to support growth.

- Coal Harbour – 48 Broughton Street (64 spaces)
- Pearson Dogwood – Cambie & 57th Avenue (69 spaces)
- Oakridge Civic Centre – 650 West 41st Avenue (69 spaces)
- Marpole Community Centre – 7575 Fremlin Street (74 spaces)
- 1444 Alberni Street (56 spaces)

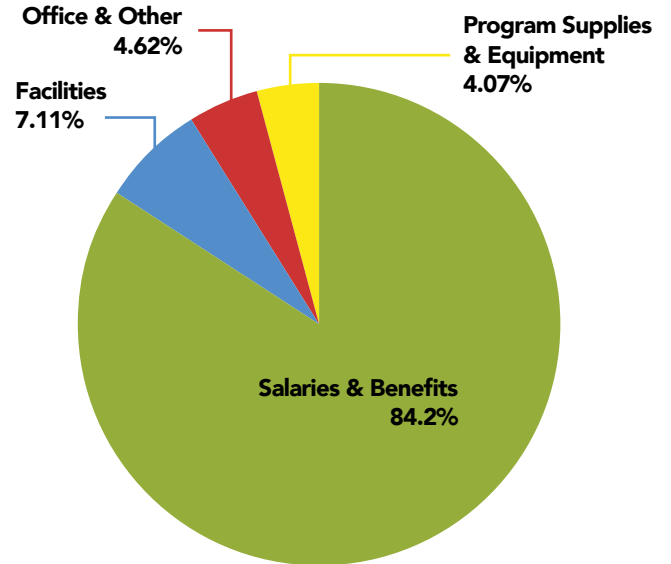
FINANCIAL OPERATIONS FOR THE YEAR ENDED MARCH 31, 2023

REVENUE



\$16,241,817

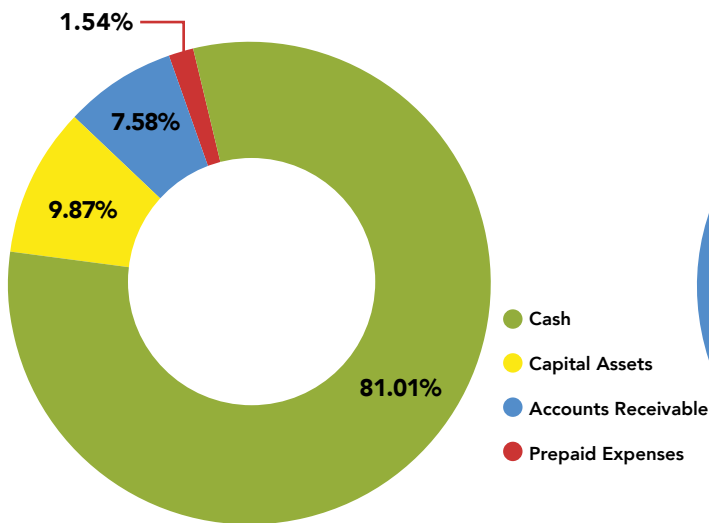
EXPENSES



\$16,157,807

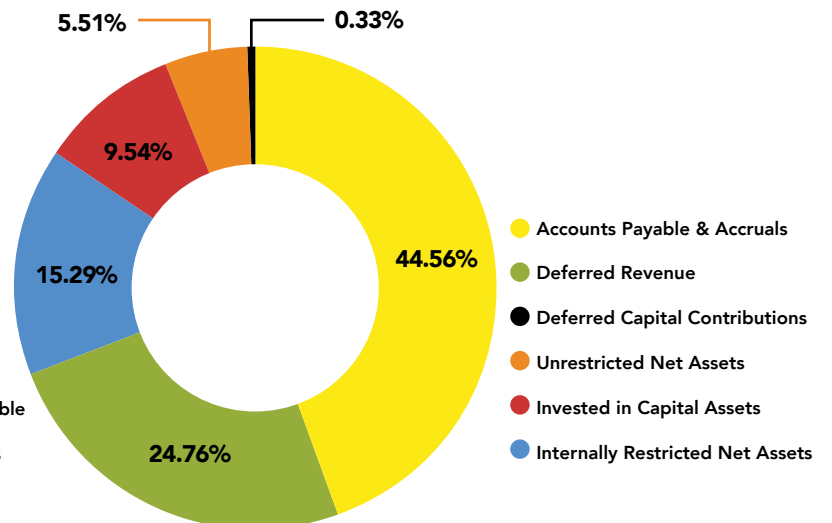
FINANCIAL POSITION AT MARCH 31, 2023

ASSETS



\$2,452,179

LIABILITIES & NET ASSETS



\$2,452,179

VSOCC's audited financial statements were completed by BDO. A copy of the 2023 audited financial statements is available upon request.