



The Macaulay
Child Development
Centre



Annual Report 2019

Message From the Executive Director

Through challenges and opportunities, 2019 was a year that demonstrated the resilience and strength of Macaulay. From new government regulations to the increased needs of our community, Macaulay through its committed and passionate staff, continued to achieve positive outcomes for children and families.

Opportunities for increased partnerships led to our ability to achieve greater community impact. As an example, we continued our award winning More Than a Haircut initiative gaining sustained funding as well as expanded our successful Girls Coding program. In addition, we moved toward full operations at our newest child care centre St Andre and expanded our capacity at our Humberwood centre.

As we build on our 80 years of service, we begin to wind down our current strategic plan with a year demonstrating many achievements, including:

- Ensuring specialized services are offered addressing identified gaps, such as offering six weeks of group parent training and individual parent-child coaching for Macaulay families.
- Identifying indicators of success for the implementation of the child and family centered principles ensuring children and families have enhanced access to a coordinated range of Macaulay services.

We appreciate and thank our government, funders and our community and private sector partners for their continued support throughout the year. We also thank our staff, providers, and families for supporting the development of children, our community's most important resource.

Trevor McAlmont, Executive Director



Message From The President of the Board of Directors

Our success in 2019 reflects the high level of talent, expertise and commitment of our staff, home child care providers and volunteers. Their commitment to supporting children and families enabled Macaulay to flourish. We also gratefully acknowledge the tremendous dedication of our Board of Directors; their insight and leadership were a key factor in our successful year and excitement about our future.

We extend our gratitude to our government and private sector partners, for their generous support and confidence in our work, and our donors and 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 partnered with us to help build a brighter future for our community.

Jane Long, President



2019 Results

1,219 children served in our Licensed Child Care Centres and **839** in Home Child Care

10,655 adults and children visited EarlyON Child and Family Centres

1,553 children received Speech and Language Support Services

198 school-age children attended our Homework Clubs

1,226 special needs consultation visits

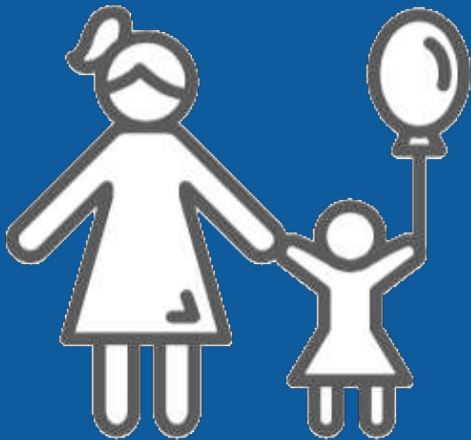
307 professionals served

381 workshops provided

71 Girls Code sessions

24 languages spoken

2,042 home visits



381 participants in our More than a Haircut fathering sessions

7,884 books delivered to families through our ongoing partnership with the Children's Book Bank

Children and Families Served

6,695 children and youth served

8,429 parents and caregivers served



2,294 children with a diagnosed or suspected diagnosable special need were served

2019 Data

To assist us in planning and delivering effective programs and services for our families, we conducted a demographic survey. The results are as follows:

27% single parent households

23% of children had a special need

39% family income of less than \$30,000/year

30% of families do not speak English at home

61% of families completed college or university

69% of adults born outside of Canada, from 92 countries



About Macaulay

Macaulay offers a full continuum of programs and services that support healthy child development, strong families and vibrant communities

FOR CHILDREN:

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 for children ages 7-10. A free after-school program that offers a unique blend of physical activity, academic and social support for children in under-served communities

FOR FAMILIES:

EarlyON Child and Family Centres for children ages 0-6 and their parent/caregiver. Play-based learning opportunities enable children to develop skills needed for healthy development and successful school entry. EarlyON Centres strengthen families through parenting education programs tailored to the needs of our diverse community. Families are connected to the community and to specialized services.

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

Specialized Parenting Education offers innovative group programs that strengthen the parenting skills of our diverse communities. This includes our **Parent Advocacy Program**, which enables parents to develop the skills and knowledge they need to be effective voices for their children.



Our Vision

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

Our Mission

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

FOR CHILDREN WITH SPECIAL NEEDS:

Early Identification provides developmental screening for children and addresses individual support needs in order to minimize any long term impact.

Early Abilities - Preschool Speech and Language Services provides assessment, individual and group interventions for children with an identified need.

Every Child Belongs - Special Needs Resource Consultation enables child care programs in the community to effectively include children with special needs through consultation services and professional development.

FOR COMMUNITIES:

Community Development initiatives 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.

Our **childminder program** provides training, support and employment opportunities to community members.



How We Achieved Impact

Macaulay is committed to providing high quality service for children and families in our community. Through a range of evaluation strategies, we learned that:

Child Care

Macaulay Child Care Centres continued to grow in 2019 with the addition of 50 new spaces.

- All Macaulay Child Care Centres met and/or exceeded the provincial and municipal standards for health, safety and quality programming in 2019. Our annual Summer Olympics event brought together over 800 children from across all of our child care centres for a day of recreation and outdoor skills development.
- Macaulay resource consultants developed and piloted a model of participatory training for home Child Care providers to help increase their confidence and competence in supporting children with complex needs.

Preschool Speech and Language Services

Macaulay's Speech & Language services team delivered a range of speech and language supports to preschool children in North West Toronto, in partnership with other agencies of Toronto Preschool Speech and Language Services (Early Abilities).

In 2019, critical support was delivered to 1,553 children surpassing some City of Toronto targets.

EarlyON Child and Family Centres

Feedback from our parenting group programs confirm their importance:

- 92% reported learning new parenting skills
- 100% reported feeling more confident to deal with their children's behaviours
- 97% reported feeling more confident as a parent
- 83% reported improved coping skills for dealing with parental stress
- 94% reported the group helped them to have more positive experiences with their child

Caregiving grandparents continue to benefit from our specialized group programs:

- "I learned that time with grandparents is the best"
- "I learned that praising and keeping a positive attitude builds a child's self-esteem"
- "I learned that children grow with love"
- "I learned that playing with my grandchild helps him to learn"

Girls Code

Macaulay's Girls Code program engaged girls ages 8-11 in opportunities to acquire STEM skills (Science Technology Engineering and Math).

- 99% of participants in our Girls Code program reported that they learned something new and "had fun!"
- 97% of participants reported that they would recommend this program to their friends.

Staff reported:

- 100% of children improved their knowledge of coding skills
- 100% of children were able to talk about STEM careers and/or learning pathways



Homework Clubs

Children in the Homework Club benefit from increased friendships, homework skills, nutrition awareness and increased physical activity.

Comments from children and parents:

- "I get to read longer than I do at home"
- "You are helping kids learn new ideas"
- "I get help with problems"
- "It is a space for her to make friends and complete homework."
- "I like being with my friends and making new friends"
- "My child can relate better with other children"
- "He is more physically active and making new friends"
- "We are always active"
- "My daughter comes home happy."

Family Home Visiting

Macaulay's home visiting program (FESP) was responsive to individual family needs, offering concrete strategies to promote child development.

A program for Spanish speaking mothers was hosted by Macaulay's Family Home Visiting program where participants shared advice with other new mothers:

- "Never give up and don't be afraid to express yourself"
- "I learned how to be a mom thanks to the FESP program. Learned we are not alone and community programs help us to overcome isolation, mistrust and believe in others."



More Than a Haircut

Participants benefited from fathering sessions held in local African-Canadian barbershops.

Participants reported that:

- "We need to be more aware of what's happening. Know when we can step in to help. We need to continue to raise awareness around these issues."
- "I learned that we are stronger when we know our Roots."
- "We need more dialogue about mental health and not being scared about it."
- "The need for conversations like this is so important."



Macaulay Voices

The Ali Family

This is the story of the Ali family. Naeem, his wife and two sons were referred to Macaulay by their neighbourhood school. The children, who were scheduled to begin kindergarten in the fall, were deemed not ready for school. They had very little verbal language, under developed social skills and were



considered self-injurious. Faced with a complex system of supports, the Ali's were struggling with how to access the services needed to help their children's development and ensure they would be able to begin school as scheduled.

The Macaulay team quickly identified that the Ali Family would need intensive support through a variety of different Macaulay programs and services including: speech therapy, social work services and regular home visiting. Through these supports, Macaulay was able to obtain an appropriate diagnosis for the Ali children and provide critically important strategies on how to support their children's development in the home. They attended programs as a family at Macaulay's EarlyON Child and Family Centres where they benefited from programming specifically designed for children with special needs. The family saw their children learn and grow. They learned how to navigate the complex system of services for

children with special needs. The Ali's joined Macaulay's Parent Advocacy program and learned how to be advocates for their children.

Thanks to the network of support the Ali's received from Macaulay, their children were able to start kindergarten within a year in a diagnostic classroom. The family worked with the teachers and school professionals to develop an independent education plan. Today the Ali family continues to attend Macaulay's EarlyON programs. The children recognize staff's faces and are filled with delight saying "it's my school!" Seeing the benefits of the EarlyON programs, they have referred several relatives to the program and have acted as role models by encouraging and explaining how to engage in play-based activities.

The Macaulay team works every day to help families, like the Ali's, gain the supports they need to participate and thrive.



Anna & Max

Many families in Toronto face exceptional challenges that make every day parenting a struggle. Nearly 40 percent of Macaulay families are living on the edge of poverty, dealing with precarious employment, sub-standard housing and newcomer status. Our family home visiting program intervenes at a critical time to help families overcome these barriers so that they can access the resources and supports needed to help their children thrive.

This is the story of Anna. A new mom who did not speak English, struggling with immigration and financial status and living in an abusive relationship. When Macaulay's Family Home Visiting program first connected with Anna, it was clear she was in severe distress. Her son, Max, had just turned one. He did not make eye contact and would turn away when anyone approached him. He barely ate solid foods and spent most of his days watching TV. Anna was completely isolated, unable to properly care for her son and traumatized from the abuse she was facing in her home. Her immigration status was causing her significant stress. Unable to work, she felt trapped and so alone. Through Macaulay's home visiting program, we met with Anna daily, visiting the home, talking with Anna, and checking on Max. It was important that both Anna and Max knew we were there to help, that we were going to make sure they got the support they so desperately needed. We worked on teaching Anna different strategies to engage in play with her son and we used simple modeling techniques to help demonstrate positive interaction. We talked at length about her status and the different ways that we could help her access support. We continued to address the abuse she was suffering in her home and eventually, with the help of a community agency, we were able to connect Anna with a local women's shelter. Macaulay worked with Anna and Max throughout this entire process in order to ensure a smooth transition to the shelter. We continued to meet with Anna at the shelter regularly and worked with her on how to encourage Max's development.

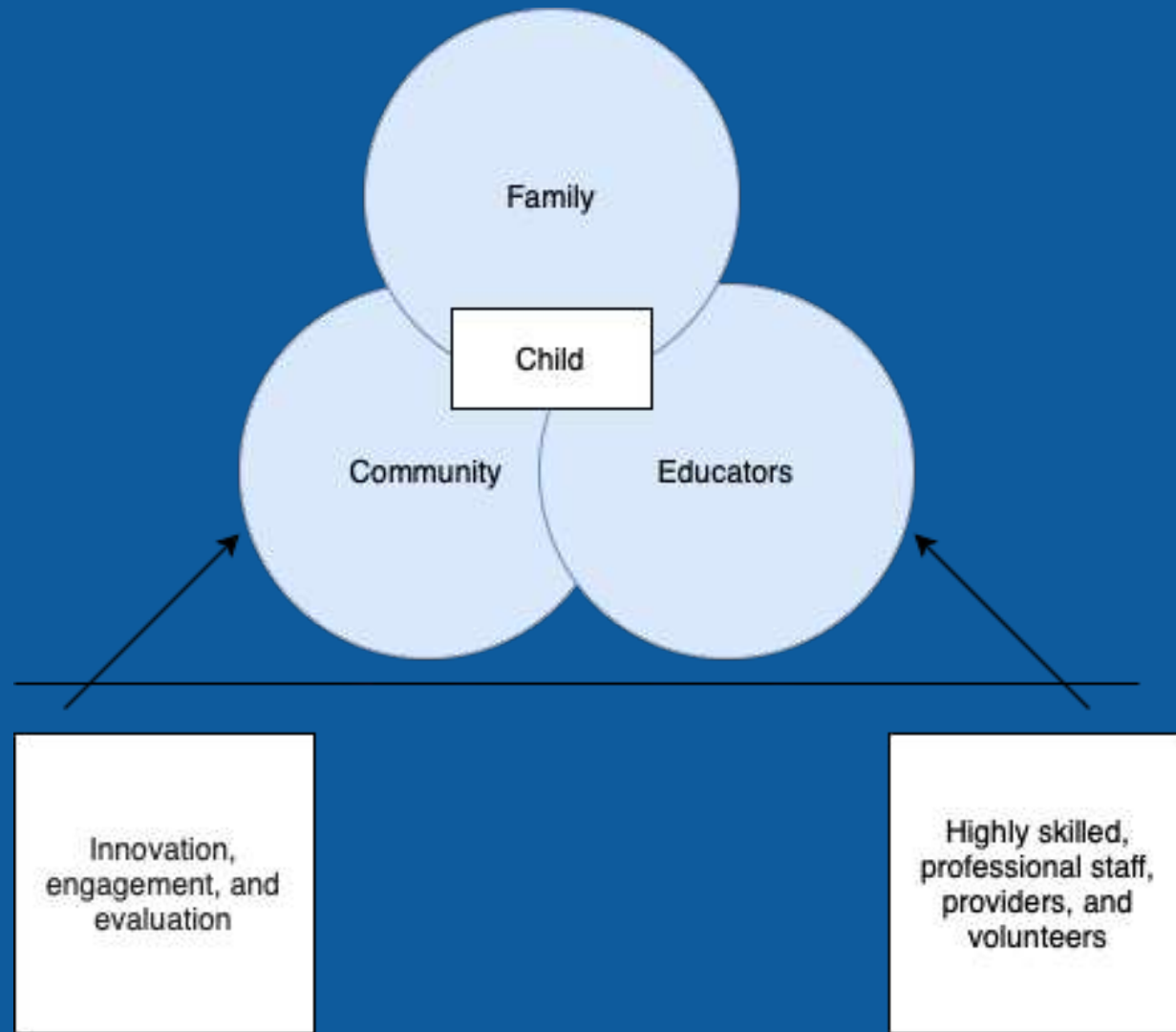
After a few weeks had passed, Anna and Max were both showing significant signs of improvement. Max had started making eye contact, he was smiling and engaging in different activities with his mother. Anna had connected with a paralegal who had started the process of helping her with her immigration status. Anna seemed happy, she had started to connect with other women at the shelter and was less alone, less frightened. For the first time, Anna could feel proud, even hopeful. She was taking the first steps to building a brighter future, both for her and for Max.

Here are some of the ways Macaulay programs mitigate the effects of poverty:

- We give extra support for children to develop the skills they need to succeed, breaking the cycle of poverty in their lifetime
- We connect families to resources: food banks, housing, employment
- We teach parents to be effective advocates, for themselves and their children
- We provide high quality child care so parents can participate in the workforce without worry

The Macaulay Model

Macaulay programs and services are built on a unique foundation of inter-related principles and understandings about child development and about what children need in order to thrive. It describes the way in which we deliver our programs and services in order to realize the agency's mission, vision and commitments.



Macaulay has a strong history of responding to the needs in our community. Established in 1932, Mrs. Hazel Macaulay, together with a group of volunteers, recognized a critical need for reliable child care. They began providing care in their homes, and Cradleship Creche, which later became The Macaulay Child Development Centre, was born.

Today, Macaulay is a vibrant organization providing a full continuum of services that help children succeed. Responding to community need continues to be our primary focus, a commitment inherited from our founders. With our roots in early learning and family support, we know firsthand the diverse and complex needs of today's children. We believe that children thrive with the support of strong families, educators, and communities. Our mosaic of programs and services put this belief into action to enrich the lives of thousands of children and families each year.

Partnership Highlights

Thanks to the generosity of our individual, foundation and private sector partners, Macaulay was able to deliver innovative and responsive support to children and families in 2019.

Thanks to a grant from the **Hugh & Dorothy Macaulay Endowment Fund**, Macaulay was able to deliver a Parent Support Group specially designed for parents/guardians of children with Special Needs. This collaborative model involves Macaulay staff from our social work, parent advocacy and EarlyON programs. It provides a safe space for parents of children with special needs to share their journey and access information, resources and a community of support.

Through a special partnership with the **CHUM Charitable Foundation CP24 Christmas Wish**, we were able to provide food assistance to many struggling families during the holiday season. More than 400 families received support through this program in 2019.

Macaulay is privileged to be part of the **Toronto Foundation's "Trust Collective"**—a fundraising coalition, led by the Toronto Foundation, between 18 local organizations and women philanthropists all with a shared goal to support women and girls in Toronto, Canada and globally. Through this innovative fundraising model, Macaulay has been able to expand our Girls Code program to reach even more participants and help shape the future of women and girls in our community.

Thanks to the continued generosity of **The Catherine & Maxwell Meighen Foundation**, our Summer Program grew to support over 100 children with a range of developmental and behavioural needs so they could fully participate in community programs.

Special thank you to all of our **2019 Spring Campaign** donors. Over 100 donors from across Toronto, came together in support of our Homework Clubs. Your generosity enabled us to provide academic and social support to more than 200 school-age children.



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Statement of Operations

FOR THE YEAR ENDED DECEMBER 31, 2019

Revenue (\$)	2019	2018
Fee for services	11,254,136	10,605,954
Grants	6,971,568	6,888,995
United Way of Greater Toronto	531,252	490,362
Other	185,687	83,474
Total Revenues	18,942,643	18,068,785
Expenditures (\$)	2019	2018
Staff salaries and benefits	11,148,140	10,520,300
Home child care providers	5,225,288	4,894,016
Program expenses	1,210,565	1,146,115
Building occupancy and maintenance	588,748	590,015
Office administration	431,128	324,065
Staff development and transportation	106,124	91,986
Other	161,297	149,517
Total Expenditures	18,871,290	17,716,014
Excess of revenue over expenditures from operations	71,353	352,771
Investment Income	270,161	70,538
Excess of revenue over expenditures for the year	341,514	423,309

Operating Revenue by Source

City of Toronto Child Care Fees	45%
Government Grants	35%
Parents Fees Child Care	13%
United Way of Greater Toronto	3%
Donations, investment income, and others	3%

Operating Revenue by Program

Child Care Centres	35%
Home Child Care	33%
Family/Community Programs	23%
Central Administration	9%

Audited Financial Statements Available Upon Request

Thank You

FUNDERS

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

CORPORATIONS

Carte Blanche Creative
 CIBC Children's Miracle Network
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FOUNDATIONS

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 The Catherine & Maxwell Meighen Foundation

SERVICE CLUBS & ASSOCIATIONS

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COMMUNITY PARTNERS

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 Autism Ontario
 B & M Hair Studio
 Barbers of Eglinton
 Black Creek Community Health Centre
 Canadian Mothercraft Society
 The Children's Book Bank
 Community Living Toronto
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 More Than A Haircut Inc.

Pivotal Autism Community Services
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 Toronto District School Board
 Toronto Parks, Forestry & Recreation
 Toronto Police Services, 12th and 13th Division
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 Toronto Public Library
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 Willowdale Presbyterian Church
 Yorktown Family Services

IN-KIND DONORS

Andrew Macaulay
 Ann Khuong
 Bannockburn Parents Association
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 The Children's Book Bank

Thank You

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