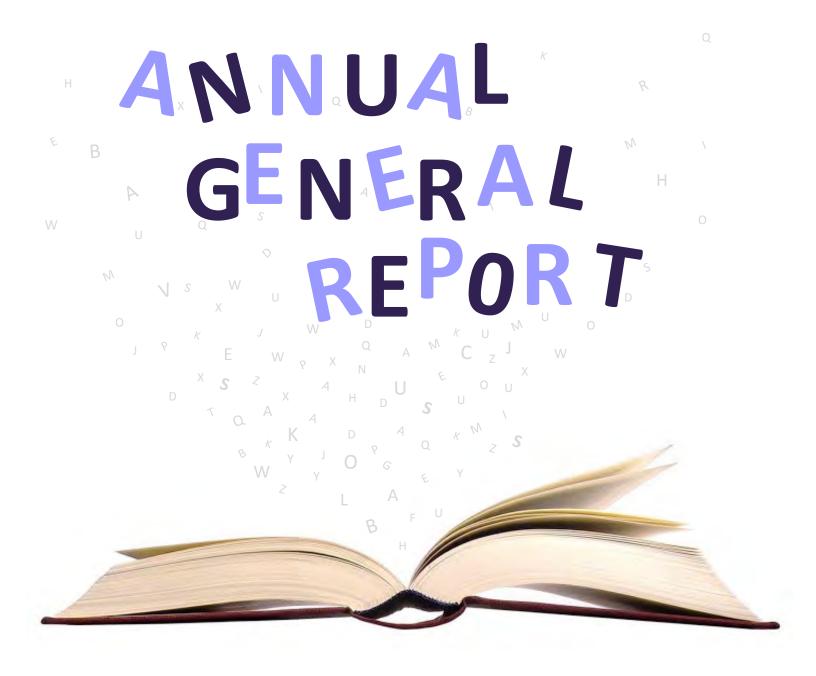
Milton Community Resource Centre





2014 marked the 20th anniversary of the International Year of the Family. This is an exciting anniversary for our organization as it reflects our vision "to provide a safe, caring community where children and families are values, grow and succeed". In recognition of the International Year of the Family, we are sharing stories that demonstrate our commitment to children, parents, staff and our community.

A MESSAGE FROM THE BOARD CHAIR & EXECUTIVE DIRECTOR

2014 marked the 20th anniversary of the International Year of the Family (IYF). We recognized this important anniversary by ensuring the IYF logo along with the key message; "Join the world in celebrating families" was included on all of our email signatures, flyers, information bulletins, event listing and correspondence. This was a visual reminder to us and a message to our partners and families that this was the year that MCRC will refocus on the role of families, embracing this opportunity to review our key policies, ethical practices, services and supports. Our support of Families after all, is the reason MCRC has been a key organization within the Milton community since 1998. As indicated in our tagline MCRC believes that; *It takes a community to raise a family*. Program development and implementation, event planning, promotion, registration, and service delivery operations are all areas that were touched by our call-to-action this year to ensure our services were accessible, supportive and relevant for the families of our community.

MCRC's mission statement is: *The creative and innovative leadership of MCRC with the Halton community will develop and deliver services to inspire and support children, their families and professionals.* Guided by this statement, we are an organization that is committed to continuous growth and development, in addition to meeting the needs of our community in ways that are purposeful and meaningful. True to our mission statement, MCRC along with the Halton Our Kids Network, has been instrumental in developing and supporting *iparent – a* new Halton initiative designed to provide parents, caregivers and service providers the latest information on Halton's parenting services and supports. As lead agency in this initiative, MCRC has provided oversight to related grant proposals and implementation, on-line access design and development, as well as the on-going operational support to this new and evolving parenting portal. Halton *iparent* was launched in January of this year which is befitting of a year where we are celebrating and focusing on the role of families in the positive development of children and youth.

We would like to take this opportunity to thank our funders, board members, staff, community partners and the many volunteers who are the fabric of our organization. Your contribution and dedication, commitment and creativity, make MCRC a progressive and responsive organization. To parents, children, families and professionals in the field, we thank you for the privilege of providing you with services and support. Together, we continue to work toward MCRC's vision of;

A safe and caring community where children and families are valued, grow, and succeed.

Tiffany Stewart

Chair, MCRC Board of Directors

Rebecca Barrows-Vrankulj Executive Director

BOARD OF DIRECTORS



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Grace Mater
Vice Chair



Wilfred "Buddy" Edge
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McTavish, Ashley

Read, Betty

Romary, Helen

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Samson, Petra

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Weber, Becky

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Davero, Jennifer

DeBartolo, Andrea

Dhandhari, Ashley

Dhyaneshwar, Aleksandra

Dore, Nikita

Dorsett, Maureen

Drahaman, Mohamed M

Duguay, Ashley

Fatima, Sarvath

Fedoran, Simona

Fialho, Grace

Fuentes, Anazenka

Gallo, Nathalie

Garrett, Shweta

Gilbert, Laura

Giroux, David

Goralewski, Bonnie

Gourlay, Nancy

Hallyburton, Donna

Harris, Rachel

Harrison, Barbara

Haughton, Leleka

Hayward, Catherine

Hibbert, James

Hines, Julie

Hutton, Andrea

Johnston, Leanne

Jones, Kyle

Karimjee, Zenab

Kaur, Amarpreet

Kaur, Inderpreet

Kaur, Prabhjot

Khan, Bibi

Khan, Unber

Killingbeck, Frances

Kirtikar, Sucharita

Kranstz, Bradley

Lakhani, Nasima

Lecki, Lidia

Lipton, Cathy

Lobo, Nikita

MacDougal, Denise

Majid, Sabah

Mallais, Patsy

Marcella, Holly

Martins, Ashley

Martins, Richard

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McCarroll, Evan

McMahon, Kim

Narine, Crystal

Neugebauer, Melissa

Niyamuddin, Sheena

Page, Katherine

Park, Jae Eun

Pollard, Rachel

Prentice, Cheryl

Quansah, Francis

Quarisari, Francis

Queeley, Dominique

Qureshi, Farheen

Qureshi, Nuzhat Radhakishun, Shivana

Rajcoomar, Surujdaye

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Reeves, Ashley

Rigby, Lisa

Ristovic, Lana

Saunders, Kim

Scott, Valerie

Sewcharran, Surita

Singh, Sonia

Sivayogalingam, Shiyama

Smith, Norma

Smith, Serika

Todd, Nicole

Torney, Deanna

Wadood, Amatul

Ward, Sara

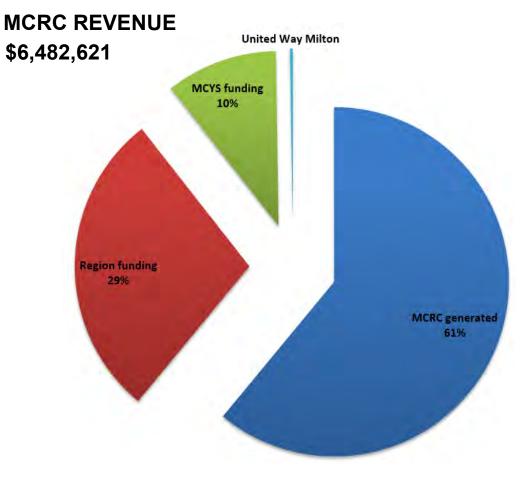
Whiteside, Danielle

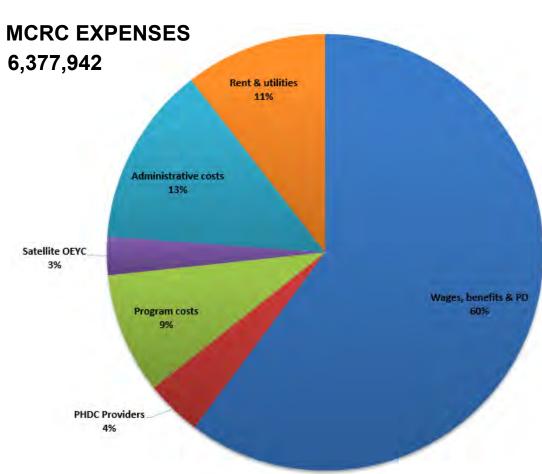
Wilson, Shenika

Woods, Tanya

Zhang, Wei

FINANCIAL STATEMENT 2013





MCRC would like to thank the following funders for their on-going support:







THE ONTARIO
TRILLIUM
FOUNDATION

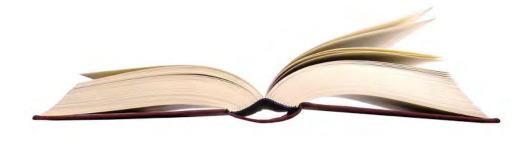


LA FONDATION TRILLIUM DE L'ONTARIO

ONTARIO EARLY YEARS & ACT STORY



usan and her daughter Amanda, began their journey with MCRC about a year and a half ago. For the very first time, Susan and Amanda (who was age 2) visited our Ontario Early Years Centre, Adult and Child Together Drop-in program. Although somewhat hesitant, they entered into a room where they found cozy spaces, baskets full of interesting materials to explore and investigate, sunshine that filled the room and offered possibilities for shadow play, easels, paint, paper and loose parts to create something unique. The room became a space for them to be open with their questions, explorations and discoveries. On the day that Susan and Amanda visited the drop-in program, one of the artists who is part of MCRC's Artists and Children Together (ACT) program was at a table facilitating children's exploration of a few simple items: markers, paintbrushes, water and paper. For the most part of an hour, Amanda investigated these materials along with the artist and her mother by her side. She explored the texture of the paper, the shape of the lines her hands made with the markers, the changes that occurred when she added water, the way the colours bled together. This first experience, captured and documented by the Artist, became the moment when Susan discovered Amanda's interest and strengths in art. Something that perhaps would have remained undiscovered had Susan and Amanda not ventured into the Drop-in program that day. As the months passed, their mother-daughter relationship develop into a co-researcher partnership; eagerly anticipating their next visit at Drop-in where they could explore and investigate together in their own way. Upon discovering Amanda's interest in art, Susan thoughtfully expanded her art materials at home, which went from 12 basic crayons, to a mini art store! Materials introduced at Drop-in were used at home to continue the exploration. As Susan discovered how to encourage Amanda to explore materials in her own way, she also discovered her own interest in art. This led to her creating a birthday cake for Amanda's 3rd birthday out of modelling clay, using a technique that she learned from the artist in our Drop-in program. The relationship between Susan and Amanda continues to grow and deepen as they discover more about themselves and each other through our programs. The parent, the Educator and the Artist work together to enhance Amanda's early learning experiences. Susan felt comfortable and supported by the Educators in our parent and child Early Years programs that she has now enrolled Amanda in programs designed for children to attend without their parents where she can continue to grow in her confidence, creativity and curiosity. MCRC's enriched Early Years programs provide a safe space for families, like Susan and Amanda, to feel a sense of belonging and the freedom to play, explore, develop new skills and learn.



HEALTH & WELLNESS STORY



veryone take a deep breath. Breathe in through your nose and out through your mouth. Focus on your breathing and the here and now. Now imagine there is a big bubble in front of you. Take all of your negative thoughts and worries, place them into this bubble and release it into the universe. Now visualize a beautiful white light starting from your toes and climbing up your legs, through your torso, your fingers, hands and your head. Focus on this beautiful energy ... feeling powerful. Once you feel that light and relaxation, allow the bubble to come back to you as unconditional love." This is an example of refreshing meditation that I provided over a lunch hour to help prepare staff for their afternoon activities. Using the talents of MCRC employees, each week a different fitness opportunity is provided. The Lunch Hour Fitness Burst program was developed after MCRC hosted an Employee Wellness Fair earlier this year and staff expressed interest in various fitness activities. We meditate, we walk, we learn various dances, have yoga sessions, practice tennis skills and experience many other fitness opportunities during these 15 minute employee led Fitness Bursts. It is a time in the middle of our day to gather, share a good laugh and a few minutes of needed exercise and fun. At MCRC we have an amazing group of staff who are willing to share their talents in an effort to make MCRC a healthy and happy place to work! MCRC is committed to having a healthy workplace for all employees. This can be many things to many different people, including having an organizational culture that supports key values such as respect, appreciation, commitment to balanced workloads, decision making ability, employee involvement and work life balance. It can also mean having a safe and healthy physical work environment where traditional occupational health and safety hazards are recognized, assessed and controlled. Providing resources, opportunities and flexibility to support employees' efforts to improve or maintain their personal health practices or lifestyle is a way in which we at MCRC are committed to the many aspects of a healthy workplace. Our Health and Wellness initiatives this year have also included such things as walking groups, a Nutrition Fair and a massage therapist who provide 15 minute massages onsite. Each of these initiatives has been a great way for staff to have fun while improving or maintaining health practices.



EDUCATOR STORY



t is still dark when I arrive at school but I am excited to begin my day. I am preparing the classroom to support the creation of a mini Hockey Rink the children decided to make yesterday. I'm amazed at how the children came up with the idea to make the rink using different materials. My Grade 1 and 2 children are bright, creative and full of energy. Just last week they were playing Connect 4 when they decided to turn the board on its side and play checkers instead. One of the children exclaimed "it looks like a chess board". The class agreed and asked me, "How do you play chess?" It took most of my planning time, but I was able to find instructions that would help these 6 and 7 year olds learn to play chess. It was great fun! Back to the Hockey Rink... A cardboard box was brought in yesterday and I prepared it in the shape of a rink. One of the boys used a ruler to draw the lines on the rink and the other children used popsicle sticks to make the hockey players. At the end of the morning they decided to make the puck out of crumpled tissue paper held in shape with tape. I asked the group questions throughout the morning, to help understand their thought process and I used the class camera to snap shots of the creativity taking place. Later in the day, I connected with Nathalie, my adjoining room partner and told her to be sure to check out the rink the class made. Nathalie and her class loved it, but her group of older children wanted to play hockey instead. "Miss Nathalie, we need to have a game of hockey this afternoon!" they said. Nathalie knows she has a very athletic group and it is hard to find ways to engage them in creative activities in the classroom. Nathalie and I made plans to go to the THRC Library and gather more materials and ideas to support the Hockey interest. Nathalie and I have a challenging role as Educators in the Before and After School program, and it is rewarding when we see the children learning while they play. We are a great team - even though we have separate classrooms- and it is a benefit to be able to plan and share ideas together. Every day is different with the children, making it exciting for us to come to work in our role as Educators.



SCHOOL AGE INCLUSION STORY



t's a cold, windy morning as Derek's mom rushes him into the Before School program. She is running late for work and races into the classroom. She quickly talks to the Educator about how his night and morning has been, says goodbye to Derek and heads off to work for the day. As she sits on the GO Train, she breathes a sigh of relief. She is able to relax and plan for the work day ahead, knowing that Derek will have a safe and enriched experience in his Before School program. This hasn't always been the case. Since Derek's diagnosis of autism, she has constantly worried about him...especially when she has to leave him and go to work. After mom has left for the day, Derek is greeted by all three of his teachers. Miss Sarah takes him by the hand and leads him to the cubby area to put away his belongings. Miss Shenika serves snack while Miss Nathalie engages a group of children on the carpet with blocks and cars. Using a visual schedule, Miss Sarah gives Derek a choice between having snack or playing. Derek points to the snack picture, indicating that he is hungry. Miss Sarah guides him to the table and he takes a seat amongst the other children and Miss Shenika serves him cereal and milk. After snack, the children and all three teachers gather on the carpet for meeting time. Derek chooses his spot to sit, and Miss Nathalie takes a seat beside him. Miss Shenika sits with the children on the other side of the circle, and Sarah begins leading the group through songs and finger plays. All of the children are encouraged to use visual props to indicate which songs they would like to sing. It is time to go outside and get ready for the school bell to ring. The staff use a wagon to assist Derek with the long walk down the hall. Derek climbs into the wagon eagerly, smiling as one of his friends climbs in across from him. Every day he has a different friend sitting with him, and it makes him feel good to see them so excited to join him. Sometimes Miss Shenika pulls the wagon, sometimes it's Miss Sarah. It doesn't matter to him who – he just enjoys the ride with his friends! As they arrive in the outdoor play area with the other Kindergarten children, Derek is helped out of the wagon and joins his friends. He watches as Miss Nathalie talks with his Kindergarten teacher providing information on the morning they have had. Now that the Before school program is over, the three teachers meet for their group planning time. They discuss their observations in the classroom – the skills, challenges and interests they have seen over the past few days. They share ideas for activities and how they can extend those interests. Miss Shenika has brought in some additional resources she would like to use with Derek, and together they come up with ideas of how to use these resources classroom wide. Although Miss Sarah and Miss Nathalie are the Before and After school teachers, and Miss Shenika is the Support Facilitator, they work in a seamless way to facilitate learning and share all responsibilities in the classroom equally. Derek, his mother, and the staff all work together to ensure that Derek is an integral part of the classroom and that all children benefit from an inclusive and quality early learning environment.



STAFF STORY



y name is Mallory Brown and I am the Executive Assistant working with the Executive Director of the Milton Community Resource Centre and this is my story. I have been involved with MCRC for as long as I can remember. My mother Jean has been an E.C.E with MCRC for over 15 years! I began my journey with MCRC when I was only ten years old by attending the MCRC Youth Dances. My mother would chaperone the dances as part of her volunteer commitment with MCRC and in turn I would receive a free dance ticket. Boy did I think I was cool back then. It was like having a back stage pass to the coolest party! I grew up attending those dances. I made lots of friends, I slow danced with boys, and I learned that too much candy and pop would result in a sugar high that left me with a stomach ache! Ah those were the days! Around the same time I began attending the dances I began volunteering with MCRC. I would volunteer by organizing and stamping the scholastic book orders, and helping at annual events such as the Children's Book Festival (now known as Celebrating Stories), and the Fun Fair. I was the kid they would dress up in the mascot costumes. What kid wouldn't want to dress up as their favorite storybook characters! From Elmer the Safety Elephant and Clifford the Big Red Dog to everyone's favorite turtle Franklin I wore it all and looked good doing it. So I thought... When I grew a little taller and a little wiser and realized that the costume was really a sauna, I no longer dressed as Elmer, Clifford or Franklin, but I continued volunteering my time at the annual events in a variety of roles. From the mascot costumes, to the bouncy castles I always enjoyed volunteering my time throughout my childhood. In my High School days I continued my annual volunteer commitment and then I began chaperoning the MCRC Youth Dances. What an experience that was! From attending the dances, to chaperoning it was like reliving my younger years! At this time I recruited a volunteer, my boyfriend, Thomas Moschopedis who, after 5 years of volunteering for MCRC is this years' recipient of the Volunteer of the Year Award! In 2011 I enrolled at Sheridan College's Office Administration-Executive program in which I graduated with High Honors and the Silver medal in 2013. Through college I balanced three jobs, including my event planning position within the Sheridan Student Union, and continued my volunteer commitment with MCRC at annual events and the monthly Youth Dances. My college years were the best years, as I learned my passion for administration and event planning and looked for careers to support those passions. Upon graduation I was employed with the City of Mississauga Parks & Forestry division. I soon came to realize that there was something missing. I loved the people I worked with, and I had opportunities to demonstrate my knowledge gained through my diploma, but I had limited opportunity to connect with my community. Then one day I decided it was time to move on from the City, and I applied for The Halton Resource Connection Administrative Assistant position with MCRC. I was the successful applicant and provided administrative support to Quality First, The Resource Library, The Child Care Directory and Information Line, and the Professional Learning Supports for eight months before becoming the successful applicant for the Executive Assistant position. I feel now I am in a position in which I can apply my skills, but can also support my

community. As an employee I continue to provide support as a volunteer for the Youth Dances, Fun Fair, Fall Family Festival and many other events and initiatives of this organization. MCRC has been an integral part of my life. Through my youth MCRC provided me with fun and safe things to do in my community. MCRC gave me relevant volunteer opportunities where I learned valuable skills and was able to give back to my community. And now as my employer MCRC provides me with a supportive work life balance, opportunities of advancement, continuous learning with challenging and fulfilling permanent employment. I have grown up in MCRC's community and I still have a lifetime of growing to do. I look forward to future personal and professional growth and sharing many more stories!

MCRC STARS

Becky Weber—Human Resources Manager

Becky Weber has been with MCRC since 2010 and has had significant impact on our organization from the first day she walked in the door. As Manager of Human Resources, Becky ensures that MCRC adheres to all relevant legislation and standards and implements best practices in the management of MCRC's most valuable assets...our staff. As a CHRP Becky is very knowledgeable in her field of expertise and provides strong leadership in all aspects of her portfolio. In her relatively short tenure at MCRC, she has designed and implemented an effective Human Resource department including a comprehensive staff records system, organizational policies and procedure

manual, staff recruitment and retention strategies, orientation process and an effective and responsible health and safety organizational focus. She has fostered and secured strategic partnerships for MCRC which enhance our abilities as an effective and supportive employer. Becky's strong ethical practice, engaging personality and exceptional decision making skills are just some of the reasons why she is such a well known and integral part of MCRC. Becky is a strong and valued member of the Extended Management Team and the following statements provided by her colleagues in their nomination of her for the STAR award sum it up best... "Becky is always the first one to sign up and participate in all MCRC functions. She is the first one here most days and the last one to leave" "Becky takes part in everything at MCRC and is usually part of the organizing group/team as well. She often steps in to cover if there is a last minute change to the youth dance or other volunteer activities" "Goes above and beyond to support all staff" "Lives and breathes MCRC's Mission, Vision and Values each day which is shown in the way she respectfully treats and supports staff". Becky's exceptional work ethic, her dedication to all staff and the organization as a whole, her professional, fair, warm and friendly manner truly make her an MCRC STAR!

Steven Campbell—Bronte Street School Educator

Steven Campbell has been with MCRC as a Preschool Educator at the Bronte Street School since September 2013. Colleagues and co-workers describe Steven as having "inspiring, engaging and positive interactions with the children in his classroom" while others have said "his classroom is amazing". Steven is always smiling and willing to support his team. Steven works collaboratively and builds strong relationships with all of his co-workers, children and families. He has been a mentor to new staff and has been a huge support as assigned *Designate* in the absence of the Supervisor. Steven is flexible with a calm and kind approach. He is always willing to lend a helping hand, from

building gardens in the playscape, and spending extra time cleaning and organizing to preparing for the opening of a new classroom. Not only is Steven an amazing Educator and team member, he also is a skilled photographer and has taken photos at MCRC's events including: Family Portrait Day, Fun Fair and the Fall Family Festival! Steven shares his talent and time by photographing MCRC events, as well as editing and processing the photos to ensure professional representation of the event. It's always a joy to work alongside Steven at these events as he is flexible, committed, and provides MCRC with amazing photos to document the day! Additionally, Steven is a member of the Joint Health and Safety Committee and has taken on projects and used his personal time to complete related tasks. He developed a Health and Safety poster that highlighted typical hazards and statistical information to raise awareness with his peers. He comes prepared with excellent ideas and is dedicated to making MCRC a safer and healthier place to work. Thank you Steven for all that you do at MCRC! We are so lucky to have you as a part of the team! You are a STAR!

Thomas Moschopedis—Volunteer

Thomas Moschopedis is MCRC's volunteer of the year 2014. Thomas has lived in Halton Region since the age of 7 and in Milton for the past year. He is strongly committed to non-profit service having volunteered for the Toronto Star Santa Claus Fund and as a student he volunteered in the "Iron John" program at Sheridan College mentoring at-risk youth in Peel Region. Thomas has a very busy schedule, working full time and pursuing his career as a police officer however he still makes it a priority to find time to volunteer in his community. MCRC has been fortunate to have Thomas volunteering with us since June 2009. Thomas volunteers at fundraising events and family events at MCRC including our annual Fun Fair and the Fall Family Festival. He also consistently volunteers at MCRC's youth dances. Thomas is a positive role model at the dances and demonstrates this to youth by being a strong and

supportive adult. He listens to youth when they approach him at the dances with stories or concerns and is calm and friendly. Thomas has gone above and beyond as a volunteer. He has supported multiple programs and attended MCRC's "Everyone's An Asset Builder" Developmental Assets training. When staff were asked what stands out about Thomas, they said; "he can always be counted on at the dances." "Staff miss him when he not able to be there." "He is always on time and stays to the end and always offers to help with any task." MCRC added games and activities to the youth dances this year, Thomas eagerly volunteered to run some of the activities. Thomas also effectively uses MCRC's child guidance policies in regard to youth ensuring his interactions are consistently calm and positive, thus supporting youth to make positive choices. Thomas' willingness to assist in a variety of programs demonstrates his commitment to MCRC's programs and services. As a volunteer, Thomas has demonstrated the skills, compassion and desire to contribute to a healthy and safe community that will serve him well as he continues on his path to becoming a police officer. Thank you Thomas for all that you do to support MCRC.









The Lunchbox Cafe is a one of a kind restaurant and training initiative for the amazing clients of Community Living. They provide fresh, healthy food in a friendly atmosphere located at 917 Nipissing Rd. in Milton. The Lunchbox Café also offers catering services for corporate & private events.

Please see the link below to view their promotional video:

http://clnh.on.ca/lunchbox-cafe/

Be sure to drop by the café which is open to the public.

Monday – Friday from 7:00 am-5:00 pm.



MCRC INFANT FOOD BANK FACT SHEET

41% OF CANADIANS KNOW SOMEONE WHO HAVE USED A FOOD BANK.



POVERTY AFFECTS 3 MILLION CANADIANS, 1 IN 5 ARE CHILDREN.

For children, particularly younger children, living in poverty increases their risk for mortality and morbidity.1

AFTER BIRTH, A CHILD'S BRAIN

GROWS AS MUCH IN THE FIRST YEAR AS IT WILL GROW DURING THE REST OF LIFE.



POOR NUTRITION

DURING THIS PERIOD CAN HAVE PERMANENT NEGATIVE EFFECTS ON HEALTHY BRAIN DEVELOPMENT.²

HALTON STATISTICS

Data from the Canadian Community Health Survey shows that in 2007 approximately 6,300 Halton households experienced food insecurity. In 2008, it was reported that for each month about 2,100 Halton households accessed one of the major food banks in the Region.

MILTON STATISTICS

Between 2006 – 2009, the Town of Milton experienced the greatest increase in low income families. The number of low income families grew by 74% compared to 35% for all families.³

MCRC INFANT FOOD BANK STATISTICS

MCRC's Infant Food Bank serves an average of 27 to 30 families each month. The amount of supplies we can give a family is dependent on our donated supplies.

100% of donated dollars to MCRC's Infant Food Bank are used to purchase needed supplies.

ON AVERAGE, FAMILIES NEED PER MONTH:









BASED ON CURRENT DONATIONS WE ARE ONLY ABLE TO GIVE 28%-35% OF WHAT A FAMILY NEEDS:

















WHAT CAN YOU DO?

Go to: WWW.MCRC.ON.CA Direct your donation to the Infant Food Bank

Call us at (905) 876-1244 ext 210 and book the Infant Food Bank Donation Container for your event. Drop-off money or supply donations (diapers, cereal, jar food) to the Infant Food Bank at: 410 Bronte Street S, Milton ON.

1) http://kidshealth.org/parent/pregnancy_newborn/growth/failure_thrive.html#cat20052 2) (Séguin et al., 2007). (Ontario Association of Food Banks, 2008B).

3) Taken from Low Income Families in 2009, Bulletin #82 See Chart http://www.cdhalton.ca/pdf/communitylens/Community_Lens_82.pdf