

AECEO

Annual Report

2007-2008



**Association of
Early Childhood Educators
Ontario**

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Message From The President

The past year has been a tremendously positive and exciting time for the field of Early Childhood Education and the AECEO.

Recently, I, along with several board members and Eduarda Sousa, had the pleasure of meeting Ontario's new Minister of Children and Youth Services, the Honourable Deb Matthews. Minister Matthews took time from her demanding schedule to speak with us about current issues, specifically the recent news reports on Full Day Early Learning, and also about the important role the AECEO can play in the College of Early Childhood Educators.

Minister Matthews expressed support for the AECEO and acknowledged our long history of providing credential evaluation and certification processes for ECEs. She further indicated that the association has much to offer the new College in the way of knowledge, expertise and experience with these services. I left the meeting feeling inspired and energized by our rich discussion regarding the challenges ECEs face.

Minister Matthews expressed her desire to support the AECEO and work with us to achieve the best possible outcome for the College of ECEs. The AECEO and its members have been advocating for legislative recognition of our profession for over 25 years, and I believe now is the time for us to celebrate our hard earned victory in the establishment of a College of Early Childhood Educators.

The AECEO has offered its full support to the Transitional Council, and as we await the first election of the College Council I encourage our members to reflect on how far we've come, and the bright future that is ahead.

Soon we will be part of North America's very first regulatory body for the ECE profession. Ontario will serve as an example to other provinces and the rest of North America, and the field will be more recognized, respected and supported than ever before.

We are in a period of much change and reflection as early childhood learning and care professionals, and patience has been necessary as we navigate new territory. Progress is rarely without its challenges, but what awaits us is a stronger profession with a greater

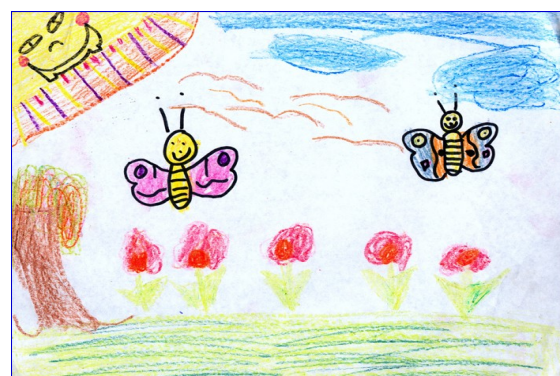
public profile and status than ever before.

That achievement is certainly one to be celebrated, not only by the AECEO and its members, but for all ECEs across the province. It will go a long way toward assuring quality early learning and care for the children and families in Ontario.

My term as President is coming to a close, and as I reflect on the journey over the past two years, I am overcome by feelings of pride. The dedication of my fellow board members, our tireless volunteers, Eduarda Sousa and the AECEO staff are without a doubt the reasons for the Association's successes.

Our steadfast goals and vision, and the achievements we have experienced, are a true indication of the passion we have for our profession. I look forward to the years ahead as the ground work has now been laid for an exciting future.

Theresa Kralovensky, ECE.C, BA, MA
President



Message From The Executive Director

The AECEO has been preparing for the arrival of the College of ECE for some time now. Over the last five years we have consulted our membership, our branch leaders and the early childhood community for guidance on how to best serve early childhood professionals.

These consultations have led us to identify the four areas we must respond to in order to remain a strong and viable association.

Strengthen our Foundation

Our Branch Enhancement Plan will allow us to provide the support and resources that are needed at the local level to better service our members. Through the plan all branches will have the capacity to provide their local members with a regional website, professional development activities, networking opportunities and leadership.

The Electronic Membership Program has enabled us to reduce our professional membership fees by over 50%. Our goal is to continue to reduce the financial barrier of becoming a member of your professional association while at the same time making invaluable information accessible and environmentally friendly to members.

The Members Only Website area continues to grow and offer our members the resources they need to meet the challenges of this profession. We continue to research and add to our community forums, job postings board, professional development calendar and resource links. We look forward to being able to provide on-line learning, webcasts and professional training opportunities in the near future.

Growing opportunities for our members to participate and share their knowledge through provincial committees and boards such as Certification Assessment, Exam Reviews, and Professional Development Programming.

Build Capacity

The AECEO will continue to seek and build partnerships with like-minded organizations at the provincial and regional levels.

It is through these partnerships that we will be able to strengthen our capacity to educate and assist our members, the public and most importantly children and families.

Enhance Professional Development Opportunities

for our members and the early childhood community at large. We will be increasing the number of professional development and training opportunities we offer by providing additional administrative support to our branches, collaborating with other like-minded organizations and groups and offering on-line learning that will benefit members experiencing issues of access. For 2008-2009 the AECEO will be offering conferences in collaboration with our Niagara, Huronia, Grey/Bruce, Northumberland and Kent branches. We are also collaborating on professional development events with Seneca College, Family Support Institute of Ontario, Ryerson University, Red River College and the Atkinson Centre for Society and Child Development and the Common Table for Childhood Development and Care Ontario.

Continue to support standards in the workforce

through our participation in the ECE Industry Committee (Apprenticeship Program), our ACCESS Bridging Program for Internationally Trained ECEs, the Equivalency Service Agreement with the Ministry for Children and Youth Services (until the College of ECE is ready to assume this responsibility), membership in the Association of Accrediting Agencies of Canada, the development of a Day Nurseries Act training module geared to professionals already in the workforce (and internationally trained teachers) and the development of an ECE in Canadian Context Seminar for LINC (Language Instruction for Newcomers to Canada) to name a few.

The establishment of the College of ECE represents a significant milestone for the profession and it is the responsibility of the AECEO to ensure early childhood educators receive the support and guidance needed to be a part of a regulated profession. We will continue to strive to identify and meet those needs so that together we can provide quality services to the children and families of Ontario.

Eduarda Sousa
Executive Director

Project Updates

I: Professional Development

With the pending opening of the College of ECE, the AECEO has made a commitment to increasing professional development opportunities. In an effort to ensure that all branches are able to provide PD events, the AECEO will assist those branches with low activity to ensure they have the tools they need to host important professional development activities. In 2008 there will be five regional one-day conferences held in five branches that have been identified as having low activity.

The AECEO recognizes just how important professional development will be to members of the College of ECE and wants to meet the need created by the establishment of a College. Going forward, ECEs can expect a higher volume of these opportunities.

II: Equivalency

ECE practitioners in Ontario are required to meet guidelines set out by the provincial government, and the AECEO is dedicated to helping people gain the qualifications necessary.

Through its ACCESS program, the AECEO offers specially designed support to internationally trained professionals that takes them through the individual process of addressing any gaps in their education and/or experience. In addition, the AECEO is currently undergoing a province-wide outreach campaign to educate potential ECEs currently living in Ontario about how to gain the required qualifications for practice.

III: Certification

Enrolment in the AECEO's certification program has increased significantly in the last year. It is a voluntary process and the fact that ECEs are very actively taking advantage of this opportunity illustrates a deep commitment to professional development and advancement.

IV: Online membership

New this year, the AECEO offered an Electronic Membership, which comes at a reduced cost.

Electronic members get all the benefits a traditional member does, but rather than receive information through traditional mail they get email updates and resources are made available in a members-only area on the AECEO website.

As the AECEO increases its number of online members, it will continue to enhance its website and seek out new ways of communicating with members through this vehicle.

V: Branch enhancement

In an effort to reach out to busy professionals who are balancing work and family lives, the AECEO is currently working on a comprehensive strategy to engage branches across the province and encourage activity.

At present, ways in which the AECEO can best assist branches, and reduce the time required for involvement at the branch level, are being explored. New initiatives will soon be implemented to help stimulate healthy, active branches.

VI: Website enhancement

The AECEO is actively working to enhance its website, seeking to offer more and more information and resources to its members and the general public. Members can expect a more interactive website, and a continuing focus on a professional, resourceful website.

VII: College of ECE

At this time, AECEO has offered its full support to the Transitional Council and will work cooperatively with all stakeholders as the College is established.

The AECEO also invited the Transitional Council to speak at its Annual Provincial Conference so that they may provide members with an update on their progress.

A full report on the presentation will be made available both on the AECEO website and in the Summer 2008 newsletter.

Capacity Building

The Common Table for Childhood Development and Care in Ontario – As one of the founding members of this coalition, the AECEO continues to take a lead role in delivering its mandate to promote collaboration in advocacy and delivery of services to children and families.

Ontario Coalition for Better Child Care (OCBCC) – The AECEO holds a seat with the OCBCC as a council member.

Canadian Child Care Federation (CCCF) – The AECEO is an affiliate council member of the CCCF.

Member of the Association of Accrediting Agencies of Canada (AAAC) - The AAAC pursues excellence in standards and processes of accreditation to foster the highest quality of professional education.

Child Care Human Resources Sector Council (CCHRSC) – The AECEO participated in provincial consultations held by CCHRSC on ECE work issues.

Repeal Section 43 Campaign – The AECEO is a supporter of this nationwide campaign to repeal section 43 of the Criminal Code of Canada that justifies violence against children by teachers and parents in the name of correction. The section became part of Canada's Criminal Code in 1892 and has allowed severe spanking, slapping and striking with belts and other objects.

Association of Canadian Colleges (ACCC) – The AECEO is a participant in the ACCC's ECE Affinity Group.



'How Green is My Program' Campaign – Inspired by David Suzuki's 'Nature Challenge', the AECEO created a comprehensive program that would allow child care centres to identify ways in which they are already successful in their environmental awareness and encourage further improvement and success.

Launched on the AECEO website and in the Winter 2008 ECE LINK, the program outlines four major areas of environmental awareness: resources, food, waste control, and awareness and education.

Throughout 2008 the AECEO will continue to expand on the basic premise of the 'How Green is My Program?' initiative, and direct ECEs to various resources that can help them further the cause. Success stories will be shared with a goal of enlightening and inspiring ECE professionals, and the AECEO is also collaborating on an environmental conference in the Fall with a number of like-minded partners.

Branch Reports

The following reports were submitted by AECEO Branch Presidents.

Grey/Bruce

Our local branch is small but we still continue to meet quarterly and have developed a positive partnership with the local Quality Assurance Child Care Committee. Together both committees are providing Professional Development opportunities for front line staff in our area. Our next joint venture will occur in May of 2008, when together we will present "Elephant Thoughts", a workshop on science activities for children.

We continue to provide current information on issues that are related to the field of ECE by speaking to students at our local community college, sending out regular emails to all Child Care Centres, and most recently by presenting at the Grey Bruce Child Care Supervisor's Network Meeting.

The attendance at our Quarterly Meetings continues to grow as we have been inviting all individuals who work in the field to join us. This allows everyone to learn more about the AECEO, as well as provide them with an amazing opportunity to network with other like minded individuals.

Our Annual Meeting and Election of Officers was very successful. We provided dinner and a speaker to our membership at no cost to them. Our theme was "Are You Stressed Out!" and our guest speaker Sharon Evans provided us with some wonderful alternative methods to assist us in de-stressing.

It has been a very successful year for our branch and we will continue to move forward with our goal to increase our local membership and hopefully provide more Professional Development opportunities for all ECEs in our area.

Halton

As we close out our 2007-2008 year the Halton Branch members and the supporting Executive Committee should be very proud of all of the accomplishments in our community. Our ECEs have pulled together in many collaborative ventures to continue to build a successful support system of resources and connections.

At the beginning of the year we documented the goals we wanted to achieve, and can report that we successfully increased our membership, attended several events to inform participants about our branch, and produced an informative newsletter.

We also had three professional development goals. We began with What Motivates Me, an interactive workshop that addressed the importance of remaining inspired while working in the early childhood field. Following this opportunity we were fortunate to have a wonderful volunteer, Kim Stone, lead a portfolio study group. The venture assists ECEs in gaining qualification to a professional organization and, in turn, raises awareness in the community of our line of work and gives a feeling of accomplishment to those who complete the process.

Our third mission was to deliver as many Professional Development Cards as possible. These were created in collaboration with the executive, and ECEs who participated in 10 workshops and sent in a completed card received a certificate, complete with a fresh new look.

Hamilton

The Hamilton Branch has been busy with professional development opportunities, outreach and activities again this year. We began the year with a general meeting in Brantford and had a guest speaker who talked about self-care. Our January general meeting brought us to Mohawk College in Hamilton where participants learned more about ELECT – Early Learning for Every Child Today.

In March we again partnered with Affiliated Services for Children and Youth (ASCY), the City of Hamilton and Best Start Hamilton to have another successful "Making a Difference" event. This event and general meeting was attended by over 150 people and our guest speaker Dr. Jean Clinton provided an insightful overview of the Early Years Study II.

Branch Reports

Our Annual General Meeting and Banquet was delayed this year to June so as to avoid conflict with the Provincial events and provide more time to recruit new Executive members for our branch. The AGM includes our annual Award of Distinctions, penny sale and nominations for the 08/09 fiscal year.

We enjoyed another partnered conference; “Winter Recharge Plus” with ASCY and Mohawk College in February. This event was attended by over 90 local early learning and care professionals.

We provided free memberships to draw winners at the Winter Recharge Plus conference, the Brantford CHANGE conference and to students at Mohawk College for their awards ceremony. This year would not have been possible without the hard work of our small Executive who took on additional responsibilities; many thanks to them.

London

The London Branch has had a very successful year. The executive met monthly to discuss issues in the field of ECE and to continue to plan for the year. The executive team once again showed dedication to the field and in promoting our profession to our members. Our Fall Tune Up included a presentation from Leah Yuyitung on the newly-created College of ECE. We then had presentations made from our Quality Child Care Project committee to the centres who were part of “Raising the Bar on Quality”, in which they received their certificates.

Winter Recharge was once again well attended. This year we had keynote speaker Michael Lewis and many different workshops offered throughout the day.

Our GM was held at our first “Hub” in London. Our AGM will be held on June 3rd to introduce the new executive. Shelley Marui, BA,SSW will be speaking on the topic of Boys and Literacy. One of our Early Years Centres has partnered with our Jean Vanier Child Care Centre and elementary school. We had a presentation by Michelle Reid, Manager of Children’s Services for the city of London, about the vision of the city for children and

youth. A tour of both the Early Years and Child Care Centres followed.

Once again we presented four AECEO student awards. We would like to congratulate Theresa Franchini, Marylou Malone, Liz Rennox and Kelly Tuttle.

We are very excited about our next Fall Tune Up. Our guest speaker will be Dr. Stuart Shanker, a distinguished Research Professor of Philosophy and Psychology at York University. Dr. Shanker will speak about recent advances in developmental neuroscience that are dramatically altering our attitudes towards early learning and development. He will also address the policy implications that arise from this research for preschool and early education. We are very fortunate to have the support of the City of London to help with the expenses of bringing Dr. Shanker to London.

Niagara

Once again the Niagara Branch Board Members had a busy and productive year. In June, we attended the ECE Niagara College Graduation Ceremonies and presented each graduate with a flower. At this time we also presented Kara-lynn McGuire with the graduating student award.

In October, we held our annual Student Night at Niagara College. We had an opportunity to talk to the ECE students about the benefits of AECEO membership and provide some professional development. We also presented a student returning to second year with an award—congratulations to Merja Sejmenovic-El Werfalli.

In November, we co-sponsored another successful Awards of Excellence with the Early Childhood Community Development Centre. During the evening we presented Pat Smith with the Children’s Service Pin Award.

In December, distributed handmade Holiday Greeting Cards to each of our members. Three Branch newsletters were prepared and sent out to all members.

Branch Reports

We were thrilled to be chosen as the location for the 2008 Provincial Conference! Throughout the year we have been very busy helping to plan and organize the Conference held May 9-10, 2008 at Niagara College Niagara-On-The-Lake Campus. We were also very excited to have the launch of our web page on the AECEO Provincial website this year.

It is because of the dedication and support of the Niagara Branch Board Members that we were able to offer so much to our members and the ECE community.

Ottawa Valley

The Ottawa Valley Branch has had a very successful year. Week of the Child included center hops, and a networking brunch where Beverly Renaud was awarded the Children's Services Pin.

A sub group of the Ottawa Valley Branch initiated a working group on the implementation of Full Day Early Learning in hopes of organizing a community symposium in the Fall. The intention is to provide an opportunity for early childhood educators, teachers, policy makers and funding sources to meet together to look at what we would like to see happen in Ottawa. We held an information evening in March and over 80 ECEs attended.

We arranged for the Transition Council Chair of the College of Early Childhood Educators to speak at our AGM on May 15, 2008.

Finally, we are closing the year out with a professional development day on June 5, which will offer a choice of four workshops to the membership and the community.

It is a privilege to have worked with such a dedicated and committed group as we have on our Board this past year.

Waterloo-Wellington

Our Branch started the year with a joint initiative with the Child Care Network of Waterloo Region and the Raising the Bar Committee. We sponsored the guest speaker, for the "Fall Focus", Dr. Larry Tuff. He gave a large number of ECE professionals

from the Waterloo region an insight into "Anxiety in Preschoolers". The Fall Focus is a night of support and recognition for ECEs in our area.

Our next meeting was held at the "Snozelen Room", at the Sunbeam Residential Development Centre. This interesting night was planned both for our current members but also as an introduction to the AECEO for the students from our local college. The evening was well attended.

At the Early Childhood Conference held March 28th & 29th, "Early Childhood....Where it all Begins", at Conestoga College in Kitchener, we set up a display booth promoting the AECEO, and also sponsored the guest speaker Dick O'Brien, who with the use of humour, case descriptions and enthusiasm described the way "to live a healthy, resilient and meaningful life".

In April the branch arranged for a police officer from the local technological crimes unit, Randy Galanti, to discuss Internet Safety and the use of programs, such as Facebook, that many of our young children have access to. Everyone was surprised just how much of our private information is easily available if someone is interested in looking for it. It is so important for us to reinforce for children that they are not only sharing their personal information and photographs with their friends, but also with anyone who has access to the programs.

Our AGM will be held on May 29th, and will include a light supper and a bus trip to The Pathways Child Care in Ancaster. We will have a tour of the centre and an explanation of how the Pathway centres use different curriculum models to provide programming for children, from infant to school age. Included in the meeting will be the elections for our executive, and an introduction of our new Co-Presidents.

York

It's been another banner year for our branch and we could not be more pleased!! Our branch executive and sub-committees have worked extremely well and have been able to present numerous workshops throughout this past fiscal year.

Branch Reports

Members and non-members of the AECEO were able to attend such workshops as; The Child Who Stutters, Anti-bias Curriculum & Practices, Autism Simulation & Introductory Training and Inclusive Programming.

Our Annual General Meeting was held on May 1, 2008 and was a huge success! We had more than 150 attendees and our new executive for the year 2008-2009 was elected. Also that evening, The Bev Bernier ECE Award was presented to Andrea Boyd, ECE.C/Program Supervisor of McGivney Early Learning Centre, The Village Children's Programs. Congratulations Andrea!

To her surprise and with great honour the Children's Service Pin was awarded to Mehr Biri, ECE.C.DH, Co-President of AECEO York Branch. As announced, Mehr will be stepping down as Co-President of our branch and will take on the role of Past President.

In addition, our guest speakers for the evening were Christine Forsyth, Chair of the Transitional Council of the College of Early Childhood Educators, and Eduarda Sousa, Executive Director of the AECEO Provincial Office. Both were able to offer their perspectives on "Both Sides of the Coin," on what the future holds for early childhood educators. It proved to be quite an evening as the attendees began to ask questions and discuss different types of scenarios of "what may be?" Everyone was interested to learn more, and we will keep our members apprised of any new information that comes along!

The Strategic Planning Meeting for our new executive branch is tentatively set for June 11, 2008 in Richmond Hill.

Windsor

The Windsor Essex Branch will wind down its busy year at its Annual General Meeting, which will take place on a date to be announced in late May or early June. We will honour some of our members through our annual Awards Program, the Dr. Gail MacIntosh Award and the AECEO Student Excellence Award.

As you are aware this is an election year for our branch, and as I step down as the president of the local branch, serving several terms as president, I would like to take this opportunity to thank my current executive for all of their hard work toward the goals of our group.

We participated in several worthwhile initiatives, such as the second annual "Week of the Child Initiative Program" that provided members access to local branch funds to sponsor a "Week of the Child" event in October 2007.

The local branch also hosted its "Beating the Winter Blues" Workshop Series in February 2008. This was our most successful event yet, boasting a record high attendance of over 200 participants. More than 11 workshop presenters addressed a variety of topics aimed at supporting the professional development goals of local ECEs, and leadership opportunities for ECE professionals and faculty.

We continue to offer our "Directions" newsletter, featuring regular columns to highlight the talents of local early childhood educators as our professional guest writer, resource review columnist, and a "What's New in the ECE Community?" features keep us informed of local news in the field.

Also, the Windsor/Essex Branch is pleased to initiate its first Certification Study Group, assisting ECE professionals to reach their professional certification goals, facilitated by a member of our executive.

Finally, this year we launched our local website through the provincial link, to allow networking on a whole new level!

It has been a productive and exciting year for us, and I look forward to seeing what's in store for the AECEO with the new College of Early Childhood Educators.

2007-2008 Audited Financial Statement

INDEPENDENT AUDITOR'S REPORT

To the Members of The Association of Early Childhood Educators, Ontario

I have audited the accompanying financial statements of The Association of Early Childhood Educators, Ontario which comprise the statement of financial position of The Association of Early Childhood Educators, Ontario as at March 31, 2008 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement. I am also required to comply with applicable ethical requirements.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, the auditor expresses no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

In common with many charitable organizations, the Association derives part of its revenue from donations and fundraising, the completeness of which is not susceptible of satisfactory audit verification. Accordingly, my verification of these revenues was limited to a comparison of recorded receipts with bank deposits for the amounts recorded in the records of the organization and I was not able to determine whether any adjustments might be necessary to donation and other revenues, excess of revenue over expenditures, assets and net assets.

The organization consists of a Provincial office and several financially autonomous regional branches which may raise and disburse funds for their own activities, and in accordance with the policy of the corporation, these activities are not reflected in these financial statements. The accounting policy for reporting branch office transactions is set out in Note 1 (f) to the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

In my opinion, except for the effect of adjustments, if any, which I might have determined to be necessary had I been able to satisfy myself concerning the completeness of the donation and other revenue referred to in the preceding paragraph and had the branch operations been incorporated into these financial statements, these financial statements present fairly, in all material respects the financial position of the company as at March 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

**CHARTERED ACCOUNTANT
LICENSED PUBLIC ACCOUNTANT
TORONTO, ONTARIO
APRIL 10, 2008**

2007-2008 Audited Financial Statement

ASSOCIATION OF EARLY CHILDHOOD EDUCATORS ONTARIO
STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2008

	<u>2008</u> \$	<u>2007</u> \$
<u>ASSETS</u>		
CURRENT		
Bank	206,397	181,622
Short term investments	180,977	174,570
Accounts receivable and accrued interest	33,561	26,218
Prepaid expenses	9,424	5,778
Inventory (Note 2)	<u>929</u>	<u>238</u>
	<u>431,288</u>	<u>388,426</u>
<u>LIABILITIES AND NET ASSETS</u>		
CURRENT		
Trust funds (Note 3)	8,541	—
Accounts payable and accrued liabilities	<u>38,338</u>	<u>16,130</u>
	<u>46,879</u>	<u>16,130</u>
DEFERRED CONTRIBUTIONS		
Related to operations (Note 4)	<u>216,135</u>	<u>303,306</u>
NET ASSETS	<u>168,274</u>	<u>68,990</u>
	<u>431,288</u>	<u>388,426</u>

APPROVED ON BEHALF OF THE BOARD:

Theresa Kralovensky

DIRECTOR

May 1, 2008

[Signature]

DIRECTOR

May 1, 2008

(NOTE: This financial statement is an excerpt of the auditor's report and does not include the "Notes to Financial Statements". A copy of the full report will be available in the Member's Only area of the AECEO website or by contacting the AECEO Provincial Office.)

2007-2008 Audited Financial Statement

STATEMENT OF FINANCIAL ACTIVITIES AND CHANGES IN NET ASSETS FOR THE YEAR ENDED MARCH 31, 2008

	<u>2008</u>	<u>2007</u>
	\$	\$
REVENUE		
Board fees	6,150	5,800
Certification fees	29,350	11,675
Donations (Note 5)	9,043	5,673
Equivalency fees	72,600	70,129
Grants (Note 6)	616,821	169,183
Interest income	6,613	5,545
Membership fees	233,257	166,897
Fundraising and sundry revenue	4,686	7,796
Publications and promotions	21,927	21,012
Annual conference (Note 7)	<u>86,399</u>	<u>32,478</u>
	<u>1,086,846</u>	<u>496,188</u>
EXPENDITURES		
Administrative		
Bank charges and other fees	6,048	4,819
Equipment purchases, repairs and rentals	37,966	32,105
Insurance	9,114	9,210
Office rent	39,889	29,381
Postage, stationery and supplies	30,664	16,262
Printing and promotions	4,838	3,545
Professional fees	7,515	6,364
Salaries and benefits	247,638	206,017
Telephone	11,278	7,523
Travel and meetings	<u>10,149</u>	<u>6,689</u>
	405,099	321,915
Less: Bridging Program recovery	<u>74,653</u>	<u>35,699</u>
	<u>330,446</u>	<u>286,216</u>
Programs		
Certification	2,378	1,053
Equivalency - operational	203	1,160
Membership	42,167	37,814
Ontario Bridge Program (Note 6)	248,053	169,183
Equivalency Initiative Program (Note 6)	<u>364,315</u>	-
	<u>657,116</u>	<u>209,210</u>
	<u>987,562</u>	<u>495,426</u>
EXCESS REVENUE OVER EXPENDITURES	99,284	762
NET ASSETS BEGINNING OF YEAR	<u>68,990</u>	<u>68,228</u>
NET ASSETS END OF YEAR	<u>168,274</u>	<u>68,990</u>

Thank You

2007-2008 AECEO Board and Branch Executives

Board of Directors

President	Theresa Kralovensky ECE.C, Windsor/Essex
President-Elect	Kelly Massaro-Joblin ECE.C, Thunder Bay
Treasurer	Joan Arruda ECE.C, Toronto
Secretary	Diane Kashin ECE.C, York

Members-at-large	Lexi Deece-Cassidy ECE, Peel
	Tammy Ferguson ECE, Niagara
	Laurie Landy, York
	Rachel Langford, Toronto
	Kelly Massaro-Joblin ECE.C, Thunder Bay
	Barb Vanry ECE.C, Hamilton

Branch Presidents

Algoma	Kelly Rowlinson
Bellville	Lee Quann
Grey Bruce	Christine Biggar
Halton	Stephanie Houghton
Hamilton	Melodie Spencer
Kawartha	Jason Brock
Kingston	Linda Delves & Angie Berman
London/Sarnia	Janet Foster
Niagara	Katherine Martin
Ottawa Valley	Charlyn Monahan
Peel	Lexi Deece-Cassidy
Thunder Bay	Marcia Arpin
Waterloo-Wellington	Colleen Watts & Carol Bartlett
Windsor/Essex	Angela Manser
York	Mehr Biri & Marisa Giancaspro



Provincial Office Staff

Executive Director

Eduarda Sousa

Registration & Certification

Director of Registration & Certification
Intake Coordinator
Intake Assistant
Registration and Certification Analyst
Registration and Membership Analyst
Registration and Certification Analyst

Laura Sheehan
Luciana Gongea
Karina Guerra
Christina Oliveira
Laura Buburuzan
Anna Jeremian

Policy

Senior Policy Analyst

Leah Yuyitung ECE.C

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