



Annual Report

2014 — 2015

**PROFESSIONAL
PAY** for **PROFESSIONAL
WORK**

**PROFESSIONAL
PAY** for **PROFESSIONAL
WORK**

**PROFESSIONAL
PAY** for **PROFESSIONAL
WORK**

**PROFESSIONAL
PAY** for **PROFESSIONAL
WORK**

Message from the President & Interim Coordinator

The AECEO continues to take a leadership role in the support of early childhood educators in Ontario. This support comes in many forms and is demonstrated in a variety of ways. From encouraging the further professionalization of the field, to calling on government and the public to acknowledge the need for better compensation, the AECEO worked tirelessly this year to ensure the important role of ECEs in the lives of young children, their families and communities is never forgotten.

Supporting the profession

The role of the AECEO continues to evolve through this time of rapid change for the ECE sector. One of the most significant changes has been that organizing and delivering professional learning has been less and less of a focus for the AECEO. This change in focus is the result of a number of realities including but not limited to:

- In many regions a professional learning infrastructure is being created and/or strengthened through provincial capacity building funding flowing through local child care service managers (CMSMs and DSSABs). Local organizations and/or networks of organizations including local resource centres and community colleges have become strong partners in the development and delivery of professional learning in many regions. In some cases, these local systems/networks have made the role of the AECEO as a primary provider of professional learning redundant in those regions.
- Under the AECEO branch restructuring process, branches were to submit proposals to be reviewed for alignment with the AECEO's principles for best practices in professional learning. As a result of a combination of it being a new process and branches struggling to identify key liaisons/chairs some of these proposals weren't carried forward. However, the oversight committee and the provincial office is still very interested in receiving proposals and committed to making events happen in communities where there is a need for the AECEO to facilitate and provide professional learning.

We anticipate that in the next five years a local professional learning system will be a reality in all municipalities. We view this as a positive development towards building a professional system for ECEs that includes on-going and equitable access to professional learning. In the interim, the AECEO is committed to working with local members and branches, along with other community partners to provide professional learning at the local level. For example, the Sudbury branch has created a flourishing professional learning community in partnership with the CMSM and local community organizations. The provincial office can provide a number of in-kind supports to these initiatives that include; finding and securing spaces and presenters, setting up and administering registration, and developing and distributing promotional materials.

Monitoring, analyzing and reporting on the constant changes happening in Ontario's early childhood education and child care (ECEC) landscape has become a priority over the last year. Within this time of change it is important to keep the needs and opportunities for the ECE workforce front and centre as these changes have a profound impact on ECEs' everyday work and lives. The AECEO has worked diligently to respond to proposals from both the government and the College of Early Childhood Educators on behalf of ECEs. We have also provided our members and the broader community with up-to-date information, analysis and commentary to support ECEs to fully understand the ongoing changes and the potential impacts. We hope that our members see the value of this work and the unique perspective and resources that the AECEO can offer the ECE community as a result.

The AECEO maintains that quality and equity are of paramount importance if children and educators are to benefit from current changes. We will continue to respond with this underlying principle as our primary motivation, emphasizing the need for a comprehensive human resources strategy for the ECE workforce that recognizes the professional status and work of ECEs. While we have seen some positive developments around wages and professional learning, we continue to argue that a piecemeal approach cannot address the

Message from the President & Interim Coordinator

systemic undervaluation of ECEs as professionals and the resulting low wages and inequitable working conditions across the various programs that ECEs play a vital role in delivering.

The Professional Pay for Professional Work campaign is building great momentum across the province. This winter we released two videos and launched an online petition to gain support for the campaign. The response from the community was tremendous and the materials continue to circulate with new supporters signing on daily. We even had our colleagues at the Nova Scotia Child Care Association adopt the slogan Professional Pay for Professional Work to promote the importance of ECEs in their province. Our second professional pay panel held at Conestoga College in March also invigorated the conversation around professional pay and what ECEs should earn. We are planning to release a discussion paper on regional wage scales for RECEs in June 2015 which will contribute to the next phase in the campaign where we will work together to formulate solutions for this ongoing issue.

The AECEO continues to represent early childhood educators at various Ministry of Education advisory tables including, but not limited to, the Child Care Advisory Group headed by the Early Learning Division and the Minister's Advisory Group on Regulatory Changes lead by Education Minister Liz Sandals. Our participation gives us opportunities to share our profession's expertise on what is best for young children and families and talk about the need for professional pay for professional work and better working conditions.

Our work in partnership with the Ontario Coalition for Better Child Care, funded by the Ontario Trillium Foundation, provided critical public awareness around the important work of ECEs and licensed child care. In 2015 our work with the Coalition will focus on providing six regional conferences that will offer a unique professional learning opportunity for ECEs to work with other community stakeholders in the development of local networks to promote the importance and necessity of ECEC and ECEs. The AECEO sees ECEs as leaders in their communities and strives to provide spaces for them to enhance and practice their leadership skills.

In the online realm, our web presence is increasing and expanding through our new website and active online communities via social media. The website is still evolving as we adapt to the new platform and learn more about our members' needs. The professional portal (members only) has been adapted to serve the province more efficiently and highlights links to our multiple local partners and stakeholders that make high quality ECEC and professional learning a reality in their communities. We continue to create sections on our website to build a comprehensive source for up-to-date information and resources for ECEs in Ontario. Most recently, our new 'Advocacy for ECEs' pages provide members and the community access to our advocacy work including responses to and analysis of current developments and proposals.

We are looking forward to another exciting year in which we will continue to develop and strengthen our Professional Pay for Professional Work campaign. We are also very excited to begin the development of a project that will focus on supporting ECEs working in full-day kindergarten and we will also be planning a provincial conference in collaboration with the Ontario Coalition for Better Child Care in 2016.

On behalf of our Board of Directors, we would like to extend great appreciation to AECEO members for their ongoing support of a professional association for Ontario early childhood educators. Your outstanding commitment to the AECEO through high and low points in its history nurtures and sustains the organization. Collectively you are the AECEO, its voice, its strength and its future. We look ahead with great optimism to the next year filled with possibilities to advance and celebrate our profession.



Rachel Langford RECE



Shani Halfon RECE

Board of Directors and Staff

Board of Directors

President

Rachel Langford, RECE

Treasurer

Noreen McChesney, RECE

Secretary

Goranka Vukelich

Members-at-Large

Chanequa Cameron, RECE

Shellie Bird (appointed interim)

Shani Halfon, RECE (resigned in year)

Joan Littleford

Monica Lysack, RECE

Noreen McChesney, RECE

Elaine Winick, RECE

Staff

Executive Director

Eduarda Sousa (to December 31, 2014)

Interim Coordinator

Shani Halfon, RECE (from January 1, 2015)

Manager, Professional Development/ Marketing

Lena DaCosta

Office Manager/Membership

Sue Parker

Office Volunteer

Lily Breton AECEO.C

We would like to acknowledge and commend the invaluable dedication and commitment of all of our volunteers, both past and present. The AECEO has been built and maintained by volunteers. Without you Ontario would not have a professional association for ECEs. We hope that your contribution has been as meaningful and rewarding to you as it has been to the association.

Leadership Change

This year we had a significant change internally as we said farewell to our Executive Director, Eduarda Sousa. Eduarda served the AECEO with tremendous dedication since 1994, initially as the Professional Development and Communications Administrator and from 1999 as Executive Director. Under Eduarda's leadership, the AECEO played a central role in Ontario's early childhood education and care field.

Eduarda championed the professional growth of early childhood educators through a range of initiatives including a focus on leadership skills, equivalency for internationally trained early childhood educators, and AECEO certification. Every year for many years Eduarda and her team planned an annual AECEO conference that brought together early childhood educators to network and engage in professional learning. Eduarda also led the AECEO into the digital age with on-line membership, e-bulletins and electronic AGM voting. Eduarda was a key community builder, forging over many years successful partnerships between the AECEO and other ECEC organizations. Eduarda's strong commitment to collaboration was key to the establishment of an Ontario Common Table in the mid-2000s to address the need for a comprehensive, high quality, accessible and affordable ECEC system in Ontario. Eduarda always held early childhood educators and their work in high regard and passionately advocated for their recognition as professionals. Under her leadership, the movement to establish legislative recognition received the final push which culminated in the establishment of an Ontario College of Early Childhood Educators. More recently, Eduarda was key in the

Leadership Change—continued

development of the AECEO's Professional Pay for Professional Work campaign. Eduarda's work on behalf of Ontario's early childhood educators has been central to the professionalization of the sector. We will greatly miss her but the results of her work with, and advocacy for, early childhood professionals are evident in many of the achievements we have made as a field and who we are as a profession. This is her important contribution to the ECEC field in Ontario and her legacy. We wish Eduarda our deepest best wishes as she embarks on new endeavours.

As this organizational year comes to an end we will also see a change in our board president. We will not say farewell to Dr. Rachel Langford as we are thrilled that she will remain on the board as past president, but we do need to say a tremendous thank you. Rachel has led the organization with sincere and passionate dedication. She has worked diligently with our members and the broader ECEC sector to raise the profile of ECE professionals and the AECEO throughout Ontario and Canada. Rachel's steadfast belief in ECEs' rights to professional recognition and compensation have guided the AECEO's advocacy work and opened up a critical space in our profession to claim our professional worth and find a united voice. Rachel's optimism and leadership contributed to the AECEO's immense resiliency throughout the last few years of significant change. Rachel is a true leader in every sense of the word, always respectful but courageously moving into new spaces and conversations without hesitation. Rachel's passion and work will continue to inspire us and we extend our utmost appreciation for all of her hard work.

We are very excited that Noreen McChesney has been nominated as board president for 2015-2016. Noreen has been involved with children and families for over 20 years and has been on the AECEO Board of Directors for four years. After receiving her B.A. in Psychology from the University of Windsor and her Early Childhood Education Diploma from Cambrian College, she began practice directly with young children and their families as an Educator. Noreen has worked in varying capacities in the Early Learning sector, including supervisory roles in child care, special needs resourcing, parent education and support in CAPC/CPNP programs and Child Care Program Quality Coordinator for the municipality. She has served on a Child Care Board of Directors, local system planning tables, Best Start Networks and specialized services committees.

Noreen's current position at Child & Community Resources is Best Start Manager, with oversight of seven Best Start Hubs in local schools, and co-chairing the Building Early Years Success committee of Sudbury's Best Start Network. She also has extensive experience as part-time faculty in the ECE program at Cambrian College, and this work in particular has solidified her commitment to understanding best and promising practice in the field of Early Learning. Noreen believes that the benefits of membership to the AECEO cannot be emphasized enough to Registered Early Childhood Educators. She would like to see the membership grow this year, through the valuable work of local branches. This will be increasingly important to RECEs as the College of Early Childhood Educators introduces the Continuous Professional Learning program. The AECEO direction of advocacy for Professional Pay for Professional Work and the building of leadership capacity within the Early Childhood profession is invaluable to all RECEs in the province.

Message from the Interim Coordinator Shani Halfon:

As a proud ECE, it is my honour to be at the helm of our professional association with such a rich history of nurturing and advocating for the early childhood education profession. These first few months getting to know our members and work with my fellow ECEs across the province have been extraordinary. Every day I am reminded of how strong, passionate and skilled ECE professionals in this province are.

I am so thankful for the warm welcome and support I have received from my fellow staff, our board of directors and most of all, the members of the AECEO.

Mission Review

Since 1950, the Association of Early Childhood Educators Ontario (AECEO) has been leading the way in protecting our members' interests. Our research and advocacy has influenced many positive changes in the field and the sector. As the one and only professional association for RECEs in Ontario our primary mission is to provide support to our members.

In this year we've concentrated on the following key components of our mission:

- Advocacy on behalf of the profession, with a focus on improved compensation
- Support for members' professional growth
- Promoting the value and importance of early childhood educators and early childhood education

Public Education and Advocacy

Over the last year the AECEO continued to raise the voice of the Registered Early Childhood Educator throughout the province with the public and during consultations with policy makers and government.

When we learned that the Ontario Government was moving to address low wages for ECE professionals and other front line child care staff through the new wage enhancement grant we were heartened that our advocacy work on this issue had at last met with some success. Although this was a step forward for our campaign for Professional Pay for Professional Work there is much more work to be done ([see *Piecemeal Solutions Get Piecemeal Results, Spring 2015 eceLINK*](#)). The campaign must not only continue but must also grow and strengthen. Professional pay for professional work continues to be a goal for RECEs, who have a specialized body of knowledge in early childhood and are held accountable to the public through a regulatory body.

PROFESSIONAL PAY FOR PROFESSIONAL WORK

The overarching goal of this campaign is to address the long-standing issue of low and inequitable compensation for early childhood educators in Ontario. It calls on the government to fund professional pay for all ECEs in Ontario regardless of where they work. Professional pay should reflect RECEs' specialized training, the value of their work and their participation in continuous professional learning.

This year we released a series of videos and a petition to support the campaign and both have been, and continue to be, shared widely across the sector in both Ontario and other provinces. As well, we developed an exciting logo to identify the campaign.



Next steps in the campaign include the release of a discussion paper on regional wage scales for RECEs and the third video in our series.

The following are some of the actions undertaken by the AECEO during the course of this past year:

- Submission to the Ontario Government's Standing Commission on Social Policy regarding Bill 10
- Submission to the Ministry of Education regarding Regulatory Registry Posting related to the Child Care and Early Years Act, 2014
- Response to the Ontario Government's proposed wage increase
- Response to the Ontario Government's wage increase implementation announcement
- Fact sheet: The \$1 wage enhancement for staff in regulated child care centres and the home child care wage enhancement grant: *What do we know*
- Pre-budget submission to the Honourable Charles Sousa, Minister of Finance Ontario budget 2015

Public Education/Advocacy—continued

- Discussion with policy makers around the concerns identified as problematic to the ECE profession
- Participation in the International Women’s Day March and Rally in Toronto
- Quarterly meetings between the staff and executive leaders of the College of Early Childhood Educators and AECEO
- Ongoing discussions and consultation around collaborative approaches in advocacy with sector leaders and stakeholders
- Participation in the Ministry of Education Early Learning and Child Care Advisory Group
- Participation on the Education Partnership Table lead by Minister Sandals
- Sharing of information and education pieces on current issues and concerns relevant to the field via our website, regular e-bulletins and *eceLINK* publication

Childcare 2020



Held Nov. 13-15 in Winnipeg, ChildCare 2020 was the first national child care policy conference in 10 years. The main goal of the conference was renewed action on early learning and child care through:

Developing an inclusive vision of early childhood education and care that reflects the needs of today’s families with young children.

Generating new ideas and strategies to put child care back on the political agenda and kickstart progress on support for children and parents in Canada.

Engaging a new generation of advocates who will deliver a strong message that it’s time for governments to give families access to quality early learning

and child care programs.

The AECEO team was front and centre at the conference:

- The AECEO and the Ontario Coalition for Better Child Care (OCBCC) sponsored an Ontario Caucus session. This session enabled participants from Ontario to discuss provincial and national issues including: Bill 10, The Child Care Modernization Act, and the joint AECEO/OCBCC project “Promoting the Value of Licenced Early Learning and Child Care.”
- **Rachel Langford:** Panel - “How to be Contentious and Cooperative at the Same Time in Childcare Policy Development: Learning from the Child Care Advocacy Association of Canada’s Relationship with the Federal Government from 2003 to 2005” Panel - “Who is the “We” of The CCAAC? Mobilizing Insights into the Discursive Construction of Childcare Movement Actors’ Collective Identity” Mini-Plenary - What are the training and education requirements for a high quality child care workforce?
- **Monica Lysack:** Panel - “Supporting the Development of ECE Students’ Professional Identities through Advocacy” Panel - “Policy Lessons from the National Child Care Agreements Ten Years Later: A “Choose Your Own Ending” Adventure of Possibilities, Pitfalls and Politics Mini-Plenary - Who pays for child care now and how should it be paid for in the future?
- **Elaine Winick:** Panel - “Unaccustomed As We Are ...” Successes and Challenges for the ECE Community in Gaining Full Self-Regulatory Legal Authority”
- **Shani Halfon:** Town Hall - Moving forward ChildCare2020
- **Chaniqua Cameron:** AECEO Representative at the CCCF Reception meet and greet with delegates from several other provinces and territories; all day meeting and presentation with the CCCF Member Council, staff and Board of Directors/Question and Answer period.
- **Shellie Bird:** Report on the mini-plenary How do we move from child care as a market commodity to child care as a system that treats child care as a public good?

AECEO RECOGNIZED FOR CONTRIBUTIONS TO THE PROFESSION

Presented by George Brown College, School of Early Childhood, and the University of Toronto, Ontario Institute for Studies in Education at their 2014 Summer Institute, the award was given to the AECEO in recognition of more than 60 years of work on behalf of ECEs.

The award specifically acknowledged the advocacy for professional recognition and better working conditions that support healthy child development. The AECEO's role as one of the crucial pillars in reinforcing the role of early childhood education as a public service was lauded by multiple speakers at the Summer Institute. We would like to express our gratitude to George Brown College, School of Early Childhood, and the University of Toronto, Ontario Institute for Studies in Education for this honour.



Projects

ONTARIO TRILLIUM FOUNDATION

Launched in December 2013, the AECEO and Ontario Coalition for Better Child Care (OCBCC) joint three year project to promote the value of licenced child care and the importance of Registered Early Childhood Educators to the delivery of a high quality program ramped up this year.



This first full year saw the production and distribution of 10,000 public education posters with the tagline "It's not Early Childhood Education Without the Early Childhood Educator" that emphasizes the importance of RECEs to early education programs in Ontario. Additional public education pieces in support of this message were also published.

The project's focus on civic engagement with municipal and school board leaders, inclusion of parents, collaboration with other organizations in our sector and innovative community capacity building was successful in ensuring that municipal and school board candidates were talking about and pledging to support child care leading up to the October 27th municipal elections across Ontario.

The AECEO's role was to help educate candidates and future elected officials on the importance of trained, licenced ECEs to early learning and care programs.



In addition to our online professional learning offerings our Branches held a number of in-person events over the course of the year. Thank you to our members and Branch liaisons for their ongoing commitment and support.

LONDON BRANCH INFORMATION CAFÉ

An inspiring evening of dialogue over refreshments. This event focused on what it means to be a professional in early learning and care. Community and provincial updates were shared along with current resources available, such as the Ministry articles and videos as part of the "Think, Feel, Act" series.

In collaboration with **Childreach**.

LET'S GO OUTSIDE! AECEO Popcorn Session

Waterloo-Wellington Branch examined the many reasons WHY children need to play outside while addressing some of the social factors which inhibit outdoor play. This included review of a DVD by Lisa Murphy followed by reflective dialogue around outdoor play.

ADHD: What it is. What it isn't

In this newly developed workshop members in Brant learned about the symptoms and behaviours associated with ADHD and how these behaviours impact on every aspect of a child's life at home and at school. Participants discussed effective treatment plans and suggested strategies to best support their ongoing success.

In collaboration with **Lansdowne Children's Centre** and the **Ontario Early Years Centre: Brant**.

AECEO FORUM: Professionalism & The Early Childhood Educator

This forum brought together local leaders and experts from our sector to discuss both the practical and theoretical approach to professionalism in ECE including the Code of Ethics and Standards of Practice set out by the College of ECEs.

In collaboration with the **City of Greater Sudbury**

CONTINUOUS PROFESSIONAL LEARNING FOR RECEs

The College of Early Childhood Educators provided information about its mandate and functions, and updates on activities and initiatives including the Continuous Professional Learning program for registered early childhood educators. Participants enhanced their understanding about the self-regulation of the profession of early childhood education, and the responsibilities of RECEs such as practicing according to the Code of Ethics and Standards of Practice.

In collaboration with the **CECE** and **City of Greater Sudbury**

PEDAGOGICAL LEADERSHIP

Facilitated by Dr. Elaine Winick RECE, this workshop focused on looking at the characteristics of an effective pedagogical leader, and making connections to effective pedagogical leadership strategies that support a holistic program.

In collaboration with **City of Greater Sudbury** and **George Brown College School of Early Childhood**

READ, REFLECT AND REVIEW

We are excited about the AECEO York Branch Professional Book Club. A Professional Book Club is not only an excellent opportunity for members to read and discuss quality books that will enhance their professional knowledge and practice, it is also a means of taking part in "planned professional discussions with colleagues" consistent with the Learning Opportunities outlined in the College of Early Childhood Educators' Continuous Professional Learning program.

Many thanks to Monica Bissett, AECEO.C and the York Branch members for facilitating this initiative.

PROFESSIONAL PAY FOR PROFESSIONAL WORK: What Should ECEs Earn?

The AECEO took the lead in bringing various perspectives on this issue to the foreground by calling on sector stakeholders to share their views and be a part of the constructive dialogue in this timely panel discussion.

Moderated by Dr. Goranka Vukelich this panel included:

- Shani Halfon, RECE, MA, Interim Coordinator, Association of Early Childhood Educators Ontario
- Dr. Donna Lero, Jarislowsky Chair in Families and Work Centre for Families, University of Guelph Chair, Expert Panel on Quality and Human Resources
- Shellie Bird, Education Officer, CUPE Local 2204, Child Care Workers, Ottawa Human Resources, Skills and Social Development and the Status of Persons with Disabilities Committee
- Laura Coulman, Child Care Planning and Policy Analyst Child Care Services, County of Wellington
- Martha Friendly, Executive Director, Childcare Research and Resource Unit

In collaboration with **Conestoga College** and the **Early Childhood Professional Resource Centre**

Membership & Certification

Membership

Thank you to all members for your continued support, partnership and commitment to the AECEO.

NEW THIS YEAR

This year saw us exploring new initiatives to support and engage members:

New Web Site

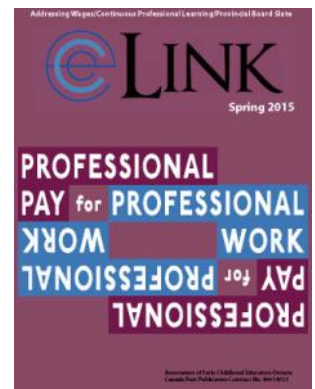
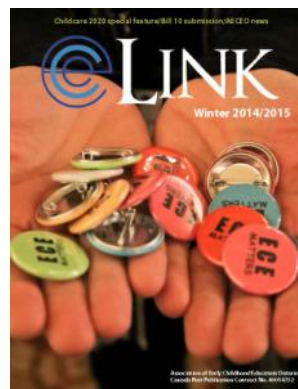
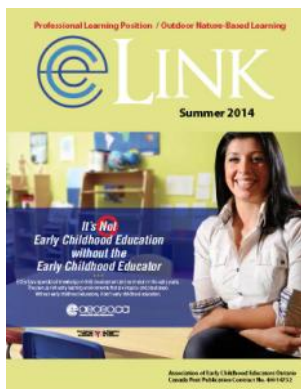
We were very excited to launch our brand new website in July of this year, with the later addition of a student portal geared especially for the needs of ECE students. With a fresh new look the site is more user-friendly and accessible to enable easier navigation for our members and the public. The new format makes it easier than ever to access the many important resources available. We hope that our members have found the new site useful to their professional careers as RECEs.

Online Annual General Meeting and electronic voting

Our efforts to ensure greater member engagement in AECEO governance resulted in the introduction of the first-ever online AGM this year. Since the AECEO became a corporation (1950) AGM's were held during provincial conferences in various parts of the province. Participation was limited to members attending the conference or living in close proximity to the site of the event. We were therefore very pleased to introduce this new initiative to offer more AECEO members the opportunity to be actively involved in providing direction to their professional association. We exceeded past participation numbers in the elections and we anticipate growing member engagement going forward.

COMMUNICATING WITH MEMBERS

In 2014-2015 we kept members informed through e-bulletins, the *eceLINK* and our website. Our e-bulletins are an effective and popular communication tool. Over the past year the AECEO sent more than 30 provincial and branch e-bulletins covering a wide range of topics, including changes to the early learning and child care sector, public policy issues, professional learning opportunities as well as news about AECEO programs and services. The *eceLINK* is accessible online in the members' section of the professional portal and also in printed form for Comprehensive members.



OCAATS Support ECE Students

As a member of a professional association, a student becomes part of a community, opening up opportunities to meet and network with professionals and leaders in the field. Making connections and building relationships is one of the most effective methods of finding mentors and future career opportunities. The AECEO has been fortunate to have the support of OCAAT ECE Programs, many of which encourage students to not only learn more about their professional association, but to join as well. We commend these schools for their strong commitment to the further professionalization of future ECE professionals. George Brown College has once again partnered with the AECEO to ensure student awareness by facilitating all 2nd year ECE students' membership, and this year has taken another step forward by including degree students in this program. We congratulate George Brown College on this initiative which exemplifies their continued commitment to our profession.

We would also like to thank the George Brown College and Ryerson University students who completed their ECE placements or internships with the AECEO this year. Your contribution to the association is incredibly important,

WHAT'S COMING IN 2015-2016

- 6 Regional Conferences : *Child Care Matters to Everyone*
- Discussion Paper on Regional Wage Scales for RECEs
- Comprehensive AECEO Member Survey



AECEO Certification

AECEO CERTIFICATION

A Journey Towards Personal and Professional Growth for RECEs

We were very pleased to be able to launch intake into the new Certification Program in April 2014. Over 80 RECEs have requested information packages on the new program and there are currently twelve potential candidates working in phases 1 and 2.

Many thanks once again to the members of the Certification Advisory Committee, who led the review and launch of the new process, for their support, time, effort and expertise. They exemplify professionalism in every way and the renewal of Certification could not have been accomplished without them.

**Gwen Berry AECEO.C , Stacy Ryder AECEO.C , Monica Bissett AECEO.C , Diane Kashin AECEO.C,
Lucille Kelleher AECEO. C, Sue Tam AECEO.C**

Thank you Donors!

On behalf of the members of Association of Early Childhood Educators Ontario, we thank you very much for your generous donation. Together, as a collective, we can help maintain and grow a strong and supportive professional association. Thank you for your commitment and continued support of your professional association.

AECEO DONORS 2014-2015

Abdul, Farida	Hamill, Marlene	Pemberton, Patricia
Andrade De D'Imperio, Magdalin	Heritage Home CC Serv	Ramsay, Susan
Avarell, Delia	Hoffman, Margaret	Raymundo, Vilma
Baetens, Dawn	Holland, Laura	Rolfe, Ashley
Bell, Sarah	Holmes, Antonietta	Sanson, Sylvia
Bilqees, Ghazala	Hughes, Janice	Selics, Judy
Biri, Mehr	Isnor, Mareth	Smith, Ruth
Boyle, Ann	Johnson, Janet	Smits, Brinda
Brown, Eleanor	Johnson, Marsha	Soverano, Geraldine
Burns, Samantha	Jones, Debra	Step by Step Child Care
Carlson, Lynn	Kashin, Diane	Summers, Bernadette
Chaplin, Karen	Laughlin, Norma	Taranto, Diana
Clarke, Deanne	Lopez, Redelma	Thomas, Colleen
Cunningham, Susan	Macdonald, Lyndsay	Tousignant, Mary Jane
de Souza, Erica	Maheswaran, Luxshana	VanderVelde, Sue
Durocher, Terralyn	Marcotte, Brenda	Weygandt, Gale
Ferns, Carolyn	Mathews, Patricia	Williams, Carla
Fesseha, Brikti	Mello, Amy	Xia, Weiyuan
Fortney, Jill	Mercer, Jane	Yatskiv, Lidiya
Fotherby, Cheryl	Micha, Vasiliki	Yeo, Heather
Gordon, Doreen	Morden, Chrystal	Youston, Evelyn
Gordon, Dorothy	Mulholland, Violet	
Gray, Elizabeth	Pageau Handfield, Marie	

First Annual Lifetime Membership Draw Held

Our lifetime membership draw successfully encouraged support for our professional pay initiatives and it will become an ongoing annual event! Congratulations to the 2014-2015 winner :

Janice Hughes

2014-2015 Audited Financial Statements

Chartered Accountant/Licensed Public Accountant

5255 Yonge Street, Suite 700, Toronto, Ontario M2N 6P4
Telephone: 416-221-3298 ext.127 Fax: 416-221-7005 E-Mail: jmilgram@milgramandmilgram.com

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 as at March 31, 2015 and the statements of operations and changes in net assets and statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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 for not-for-profit organizations. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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. 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.

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

Basis for Qualification

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.

Qualified 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 contributions and fundraising referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of The Association of Early Childhood Educators, Ontario as at March 31, 2015 and the results of its operations and cash flows for the year ended in accordance with Canadian generally accepted accounting principles for not-for-profit organizations.



CHARTERED ACCOUNTANT
LICENSED PUBLIC ACCOUNTANT
TORONTO, ONTARIO
JUNE 1, 2015

2014-2015 Audited Financial Statements – cont.

Page 5

ASSOCIATION OF EARLY CHILDHOOD EDUCATORS, ONTARIO
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED MARCH 31, 2015

	<u>2015</u>	<u>2014</u>
	\$	\$
REVENUE		
Certification fees	-	275
Donations (Note 6)	2,350	2,401
Equivalency fees	105	255
Grants (Note 7)	17,533	51,984
Interest income	11,000	49
Membership fees	148,610	150,903
Fundraising and sundry revenue	23,847	18,583
Publications and promotions	9,450	11,950
Member events (Note 8)	<u>3,069</u>	<u>9,200</u>
	<u>215,964</u>	<u>245,600</u>
EXPENDITURES		
Administrative		
Bank charges and other fees	7,414	9,982
Equipment purchases, repairs and rentals	1,880	4,158
Insurance	3,853	4,890
Office rent (Note 9)	30,300	31,280
Postage, stationery and supplies	739	1,585
Printing and promotions	11,787	2,620
Professional fees	5,707	5,955
Relocation costs	-	271
Salaries and benefits	172,826	186,392
Telephone	2,614	2,363
Travel and meetings	<u>1,821</u>	<u>853</u>
	238,941	250,349
Less: Overhead expense recoveries (Note 9)	21,856	22,870
Program recoveries (Note 10)	<u>10,356</u>	<u>18,448</u>
	<u>206,729</u>	<u>209,031</u>
Programs		
Webinar development program	-	33,955
Handbook development program	-	13,250
Trillium (Note 7)	17,151	2,544
Membership	<u>1,855</u>	<u>12,334</u>
	<u>19,006</u>	<u>62,083</u>
	<u>225,735</u>	<u>271,114</u>
NET EXCESS EXPENDITURES OVER REVENUES	(9,771)	(25,514)
NET ASSETS BEGINNING OF YEAR	<u>(64,554)</u>	<u>(39,040)</u>
NET ASSETS END OF YEAR	<u>(74,325)</u>	<u>(64,554)</u>

The accompanying notes are an integral part of these financial statements.

(This is an excerpt only. For notes and more information, consult the full version of audited statements available from AECEO)



The AECEO is not-for-profit, charitable organization.
Registered Charitable Number: 106732001 RR0001