



**ROGERS**  
SOCIETY

Rogers Elementary Out of School Care Society's 2020/21

# **Annual General Report**

December 1, 2021

## **Board Chair Report**

Thank you for another year at Rogers Society. 2021 has been a roller coaster of a year and the Society has continued to endure and create. We have stayed open, providing exemplary care for families throughout the year; before school, after school and Friday night WHY nights. Through the diligent care of Amber and her staff, the Centre remained a safe and steady place for this community.

The Society remains financially stable even in these continuing uncertain times with careful financial planning and government grants. Continuing to make the Society's presence known further afield, Amber and her team continue to create additional material for Everlearn. It has become a successful online platform of classes, geared both to community interests, and to those interested in childcare. These classes provide an additional revenue stream, and boost our visibility as a true community resource. Furthermore, Amber has been actively sharing the Centre with local community groups.

The Rogers Society Board would like to thank our outgoing Board members, Doug, Martin and Nici for their service this past year. The Board warmly welcomes the new members who've joined to serve this year. As a Board, we continue to uphold the Society's Constitution, Mission, and Values, and provide guidance and support to Amber and the Centre.

**Chris Wylie**

*Board Chair*

[boardchair@rogerssociety.org](mailto:boardchair@rogerssociety.org)

## **Chief Visionary Officer's Report**

As I write this message, I mark over 5 years at the Society and I am amazed at how many challenges my role continues to face. There is never a dull moment and this past year was no exception.

I transitioned from Executive Director to Chief Visionary Officer in September 2021. This transition was nearly undetectable due to the fact that my role has included visioning from day one but the greater changes were in creating two new leadership positions on staff to share the Director roles



in both administration and community. My position still holds the financial responsibility of the Society on behalf of our Board of Directors but the Co-Directors manage Centre operations and HR. This 'trifecta' of leadership has created increased capacity to serve while retaining key knowledge to maintain stability. As the other two positions are held by younger professionals, they bring fresh and contemporary thinking to broaden the vision of Rogers Society's future.

Practically, this shift has freed me to work on building partnerships that grow our capacity as an organization. Our programs have

struggled to be sustainable and our general enrollments have plummeted this year due to Covid. In partnering with many different organizations, we have raised our profile and made better use of our resources. In 2022, look for more and more activity at The Centre hosted by these partners like the Metis Association of Greater Victoria, Generous Space (LGBTQIA support group), North Quadra Community Association and Greater Victoria Acting Together.

I continue to believe the Centre and our Society has an opportunity to grow and change in the midst of the adversity we face and so I look forward to our future. With the development of online programs and education, we have expanded our reach and exposure. To date, Everlearn continues to bring us new hope to sustain operations and invite others to greater opportunities as we partner with creators to expand the platform. We are also excited to add a new publishing division to Rogers Society that will continue to be an opportunity for artists and creators to share their inspiring ideas with the world.

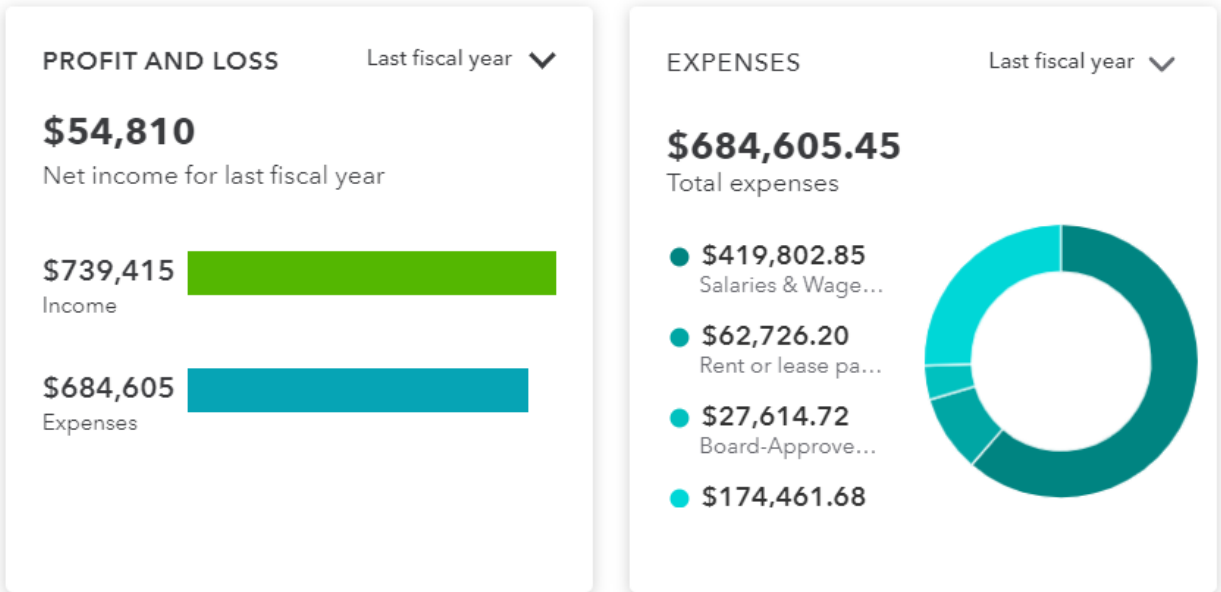
Looking forward,

**Amber McMillan**  
*Chief Visionary Officer*  
[cvo@rogerssociety.org](mailto:cvo@rogerssociety.org)

## **Finance Report**

In the 2020-21 year, our focus was on building strength with our core staff, developing Everlearn and alternative growth streams and gradually increasing our facility rental income, as was safe to do so.

The pandemic had an effect on the Society's sales/revenue but was well supported by the Federal government through the CEWS and CERS subsidies. As we continued to operate as normal, both the Federal and Provincial governments sustained us allowing us to remain open and to run all of our programs.



In the second year of the pandemic, we remained operational and made key changes to the overall revenue of the Society. Everlearn grew to become an indispensable part of our revenue and allowed us to hire new staff to increase the Centre's ability to pivot into the technological age. Additionally, we moved existing staff into new, key positions to help us vision a different fiscal future.

We saw Doug Ko step down as our Treasurer this past Fall (Thank you for your service, Doug!) and welcome Adele Ashby, as our new treasurer. Adele has worked with not-for-profit organizations for over 20 years and is a CGA. She has a passion for health and wellness and loves to help communities all over the world.

**Administration Report**

Joining the team in February as Director of Administration, I was able to hit the ground running in my integration to the Rogers Society community. With the open support of Amber's leadership, I

began streamlining the administrative and human resources processes. Within the first three month onboard, we ceased using spreadsheets for payroll purposes and integrated a biometric clock-in/out system through Payworks. This also came with a shift to an online scheduling system that allowed for more efficient time tracking and payroll reporting.



Other streamlining that has taken place is the digitization of all records, meeting minutes, and resources from 1991.

As we continue to navigate our way through the future of business in a digital age, we maintain the ability to stay ahead of the curve in child care facility offerings by continuing to move away from paper-based processes. This is upheld by continuing to maintain a closed facility, and making the switch to a voicemail only phone line and encouraging communication via email for promptness.

Other achievements and points of growth in the Administrative sector of Rogers Society office functioning, is bringing payroll processing in-house for the last few months, as well as the development of an Administrative Assistant position. While we look to scale back Human Resource hours in the new year, this position has been of vital importance as we grow.

**Eva Arriaga**

*Co-Director (Administration)*

[eva@rogerssociety.org](mailto:eva@rogerssociety.org)

## **Resource Report**

It has been another busy year for the Centre, and this marks my 17th year of employment at Rogers Society and I have really enjoyed being part of the team this year! I have seen so many new and positive changes brought forward to the centre and the team and I really enjoy watching the centre grow in so many ways.

Since the pandemic hit in march of 2020, we have been operating and providing the programs for our families, we have stepped up with all our cleaning to ensure the safety of our children and staff. Over the last 4 years,



our wonderful team has worked hard to take ownership of the custodial duties around the Centre, and our work has resulted in a very positive outcome. We now have a church group renting from us on Sundays the church rents the whole building. During the pandemic they still continued to rent from us.

As things start to unroll in the community we are opening up to other rentals and we have a couple more that have been renting from us in the last couple months they have started, we have metis who have returned to us, and the choir.

With the pandemic, we are spending more and more time outside. Using all our wonderful equipment we have for the children. In the centre courtyard we put a new roof on the picnic table/gazebo so now it's a nice and dry area to be outside.

In the Heather Tunkow Room (The Art Room), this past summer we had a new air conditioner put in the room. The art room renos were completed April, it's very nice to have a nice big sink for all the fun art materials to be rinsed in. Also in the art room we did a big re-organizing and brought in two huge storage containers on wheels with plenty of storage. Also during this year we added an amazing area for Glenn to have his office.

Thanks for being part of our community,

***Sarah Palliser, ECEA***

*Resource Manager*

[sarah@rogerssociety.org](mailto:sarah@rogerssociety.org)

### **Licensed Programs Report:**

*Licensed Before and After School Care, Extra Care Days and Camps*

As we operated through our second year of the pandemic we were still able to operate safe and fun Out of School Care programs and Camps for the children in our community.

We spent a lot of time outdoors and visited many parks and playgrounds. We were regular visitors to both Beckwith and Rainbow park. There were also seasonal visits to the Swan Lake Nature Sanctuary. Sports and active games were a very popular part of both our Camps and our Before and After School Care programs, a particular favourite being "everybody's it" tag. When the warm weather came we included a lot of water activities; highlights being the gigantic slip n slide and super soakers!

We always offered a wide variety of choices to the children. It's important to provide a balance between both active and quieter activities. Art activities were a big hit. The children were able to explore their inner artist, get a little messy, and have fun.

Our Winter, Spring, and Summer Camps were well attended, and it was great to see returning campers as well as meeting some new faces. Our Centre Bus was well used as we visited some of

our favourite beaches and parks. We also walked through Butchart Gardens, and rode some horses and ponies at Briarpatch farm.

Even though we were still contending with the pandemic we were able to keep things relatively normal and we were able to focus on having a good time.

We look forward to providing another year of awesome programs for the children, and to creating great memories.

Take care and have fun!

**Glenn Perlstrom, ECE**  
Chief Advisory Officer  
[cao@rogerssociety.org](mailto:cao@rogerssociety.org)

## **Everlearn Report**



What a year we have seen with the digital innovation and evolution of Everlearn. Over the past year we have become one of the leading online course providers for childcare training throughout the province of BC with over 1,000 enrollments in our courses. It has been remarkable to see how this will serve the future of Rogers Society for years to come.

This past September 2021, we evolved Everlearn once again. We brought all of our professional childcare training back under the name Courses @ Rogers Society so it can tell a more cohesive story within the industry. What Everlearn has evolved into now is an agency that specializes in coaching, leadership consulting, online course consulting, personal development, professional development, and digital media work (website design, branding and logo creation, social media and marketing strategy). This has created incredible opportunities that will ultimately continue to benefit Rogers Society as we develop our presence as a digital agency.

One of the most recent courses we have created is *Diversity and Inclusion*. We understand that within our role as professionals, we have a role to play in society to not just be diverse and inclusive, but to educate others on the importance of this work. It is our goal within Everlearn to provide meaningful connections to conversations that help to heal, grow, and inspire other people



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so we can create lasting impact for the present and future generations.

Although the pandemic is still a reality in our world, Everlearn has continued to create incredibly enriching experiences in the lives of people across the country (and around the world). This truly is still the beginning of what Everlearn is capable of, and with a forward focus we remain committed to building this agency in a way that is not only sustainable, but giving back to Rogers Society and the community at large.

[courses.rogerssociety.org](http://courses.rogerssociety.org)

[www.everlearn.ca](http://www.everlearn.ca)

**Devaiya Ra**

*Co-Director (Everlearn)*

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## **Rogers AGM**

December 2, 2020

7pm

**Present:** Jane Rizhanovski, Regan Pemberton, Martin Castellani, Chris Wylie, Amber McMillan, Glenn Perlstrom, Doug Ko, Deviaya Ra, Leticia Ferraria, Sarah Wylie, Nici Castellani

Deviya described Everlearn and how it's being used to deliver community programming. We are the first in the country to create an online learning community with a variety of offerings. As a non-profit society, a large percentage of the revenue is returned to the course creators. It allowed Centre courses to be available world-wide.

Welcome to Leticia, who joined the Centre as part-time staff, and is now a full-time staff member handling the administrative work.

Glenn discussed how adversity breeds opportunity.

Regan spoke of the transition of Board members. While several long-term members are leaving the Board, we welcome the new members who are volunteering their services. As a board, we're extremely grateful to Amber and her team who have worked so hard to provide stable service to our community.

Regan moves to accept the 2019 minutes as read. Jane seconds. All in favour, none opposed. Motion carried.

Glenn presented a trailer of this year's Kitten Mitten Theatre company. He then spoke about how programming runs during this time of uncertainty. We know it's been a challenge for families with the new pick up procedures, and we're working to make things as smooth and stress-free as possible. There are still choices within programming and keeping things as normal as possible for those in care.

There are four new board members to vote in at this meeting. Chris Wylie will take over the role of Chair. Martin Castellani will take on the role of Vice Chair, Rebecca Davidson will assume the role of secretary, Doug Ko will step into the Treasurer position. Christine moves to approve the new board members in their roles. Regan seconds. All in favour, none opposed. We welcome our new Board members!

Amber opened the floor to questions, but there were no questions from the floor.

**Meeting adjourned:** 7:31pm.