



ROGERS
SOCIETY

Rogers Elementary Out of School Care Society's 2021/22

Annual General Report

November 23, 2022

Board Chair Report

Thank you for another year at Rogers Society. 2022 has been a year of stability and the Society has continued to endure and create. We remained 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 continues to remain financially stable with continued careful financial planning and government grants. Continuing to make the Society's presence known further afield and online, 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 and Devaiya has hosted community events.

Rogers Society Board would like to thank our outgoing Board member, Adelle for her 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

Chief Visionary Officer's Report

This year we continued to envision a future for Rogers Society marked with diversity, equity and inclusion. As a staff, we represent multiple ethnicities, countries of origin and ages and stages of life. This is of paramount importance to us as we want to reflect the diversity of our surrounding community.

Our regular childcare programming continued to thrive, even with greatly reduced numbers and in January, we opened a Montessori preschool in our lower level in partnership with Little Campus

Montessori. This has brought new life to our facility all day and we are excited to support a local start up initiative that will thrive for years to come.

Additionally, we shifted our focus from rentals to shared partnerships so that we could continue to offer our spaces at affordable rates for like-minded organizations and nonprofits. This comes as a bit of a disappointment to the rental market in the area but we felt it important to ensure we do not lose our vision of 'social impact through community contact'.

The summer was crampacked with camp activities and we secured 6 government grants to hire staff. Sadly, we were unable to secure one of those roles, due to staffing shortages and those same shortages continued into the Fall. Many of our administrative staff, including myself, have served in programs throughout the Fall to ensure safety and licensing compliance for licensed programs.

We also decided to migrate our administration platform to a new one that's simpler and easier to use. The work for this change is being done in November and December of 2022 and will streamline our operations, allowing administration staff to be more actively involved in outreach and service to the community.

Looking ahead, we have lots of amazing ideas and dreams that will build a sustainable future in the midst of an ever evolving landscape. Join us on this mission by reaching out to myself or any of our staff. We want to do great things together!

Looking forward,

Amber McMillan

Executive Director/Chief Visionary Officer

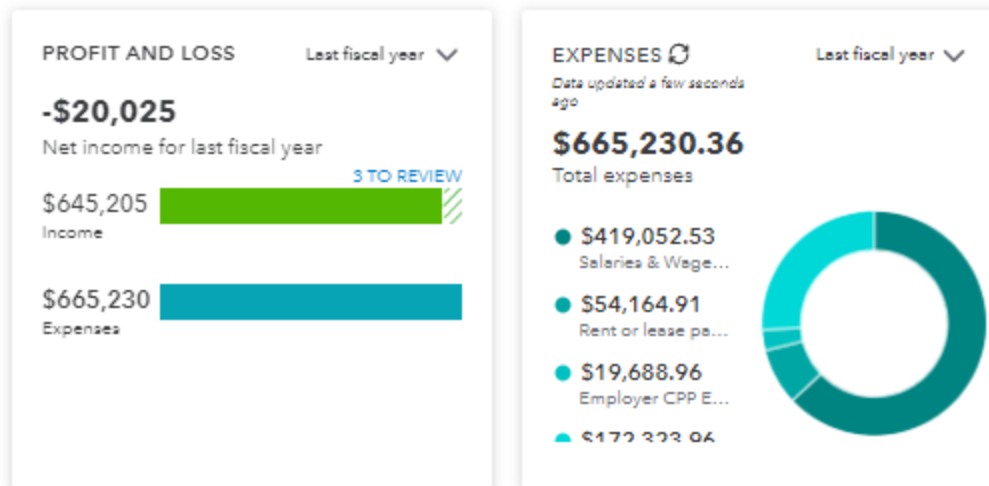
amber@rogerssociety.org

Finance Report

Finances continued to need stabilization and with rising costs, this was no easy feat. Staffing shortages made up the biggest part of cost savings for the 2021/22 budget year and although they helped us lose less money, they taxed our resources to the brink. Our full time staff worked long, hard hours with little to no breaks. In the Fall, each staff were able to catch some time away in rotation but, as the staffing shortage continued, no one was able to take their full vacation.

As last year, our facility rental income has been sustaining us and our desire to find more long term partners continues to drive our financial interest. We currently have 3 weekly shared facility user groups and we need to find more!

As you'll see below:



We spent more than we made last year which is the first time in many years that we reported a loss. The loss can be directly correlated to rising costs of business coupled with declining enrollment in all of our programs. We were predicting a loss of over \$140K but through tight fiscal management and administration staff working across many functional areas, we saw a very conservative loss.

We still owe the Government of Canada \$40K for the covid small business loans but, we have secured a GIC for the total due and have it set to mature in time for loan repayment in December 2023.

In 2023 and beyond, we will be streamlining our programs to ensure their capacities are more realistic to the community's needs and we will continue to innovate ways to deliver value to those who we serve. One specific area we are doing this is to actively seek grant monies to support initiatives. It's been many years since we have needed grant funds to be sustainable but the global pandemic hit us hard and we want to grow ourselves back in meaningful ways that create partnership and collaboration with others in our field.

Amber McMillan
 Executive Director/Chief Visionary Officer
amber@rogerssociety.org

Administration Report

This last year with Rogers was marked with streamlining the administrative and human resources processes. Our shift to in-house payroll processing, online scheduling and time tracking allowed for more efficient reporting, as well as onboarding and employee management. 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.

Our programs have seen different iterations of coordination and leadership, depending on the season, but we continue to fine-tune the planning and execution of our specialty, and recurring programming. Planning the 2022-2023 school year over the summer, allowed for easement of operations during the school year thus far, and has allowed all staff to work within a skeleton frame while allowing room for creativity and innovation.

Our previous way of completing government subsidy applications and credits proved to be more labour-intensive than necessary. This year, we altered our processing methods, and arrived ahead of the game in September, by receiving and processing all funding applications prior to the school year. This allowed families to only be billed their ASC rate, *after* their subsidy credits. This change was much appreciated within the community, and has made for much less lift in providing manual refunds than previous years.

As we look to the next year, and next improvement, we seek to continue to provide compassionate, collaborative experiences. An upcoming switch from Amilia to Activity Messenger will allow us more capabilities in editing member accounts to more accurately and efficiently provide subsidy credits. The new platform is also client-focused, which will provide much more easement in its use for families, over the previous experience of Amilia.

Eva Arriaga

Chief Experience Officer

eva@rogerssociety.org

Licensed Programs Report:

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

Once again it was a successful and fun filled year for all our licensed Child Care programs. Our Out of School Care Programs spent a lot of time outdoors. We took full advantage of the parks and natural surroundings in the area. We also used our Centre bus to take extended trips to local beaches and playgrounds. At the same time we offered a wide variety of activities for the children to choose from. The activities we offered ranged from the very active, such as soccer, hockey, and baseball, to more quiet activities like art, board games, and open ended block, lego, and magna-tile building. Reading has also been popular throughout the year. We have a wide selection of chapter books, graphic novels, and picture books that the children enjoy.

We also had a lot of success with our Camps and Extra Care days. Both the Spring and Summer Camps, along with the Extra Care days were well attended. Out-trips (both walking or using the Centre bus) played a big part in all these programs. Some of the most popular trips included pony rides at Briarpatch farm, riding the carousel at Butchart Gardens, dragon boating on the Gorge, and

trampolining at Flying Squirrel. There were also a lot of theme based art activities and games at the Centre for the children to take part in.

Storytelling also played a big part in our licensed programs. We had regularly scheduled storytelling sessions that included puppets, props, music, and interactive audience participation. The children really took to the magic of story, and it was great to see their imaginations flourish.

We look forward to creating another year of unique and imaginative programming for the children,

Take care and have fun!

Glenn Perlstrom, ECE
Chief Advisory Officer
cao@rogerssociety.org

Community Report

Another great year of creating and innovating new ways Rogers Society can serve the greater community of Victoria, and the province of BC! With enthusiasm and joy, it is exciting to report that over the past year we have successfully achieved massive intake to our online courses for childcare leaders. We have surpassed 3,000 enrollments - an increase of over 2,000 enrollments in one year! Now, that is an incredible milestone as we created the Responsible Adult Course as a means to support people who are entering the childcare industry...and now, we continue to shine bright as one of the leading course providers across the province. And, we are not seeing it slowing down. Let's see what the next year brings!

We have also been hosting weekly WHY Nights for children aged 6-12 to come enjoy Friday evenings at the centre to provide parents and families with an evening off to catch up on the week, or to go out on a date night. These weekly events have had lots of success and so many different activities including games nights, sports, bus trips, and so much more! We know that these events are important to our immediate community and we look forward to continuing down the WHY Night road for months to come.

In addition to this, we have brought a few more community events to Rogers Society such as Clothing Swaps, Queer Community Events, and some fun events including Ecstatic Dance and Authentic Relating. We continue to vision what is possible at Rogers Society, and we continue to respond to community requests. There is still a lot of space to grow, but alongside our own community offerings, we strive to support local facilitators to bring their gifts and skills into the society more.

Our partnerships continue to remain strong and dedicated. We currently have a montessori preschool, two faith-based organizations, local non-profits, and various other communities utilizing our facility on a regular basis. We would like to see one more partnership come in over the

next few months and we know that the right group will find our facility. This is a key element of our sustainability as the rest of our portfolios change and evolve in a post-pandemic world.

The final update around the community portfolio is that a few of us on staff are master certified professional coaches, and what we are increasingly aware of is that we want to broaden our scope of support to include coaching as a service to professionals and young entrepreneurs. This is still in its infancy, but it is something that we know can bring in more opportunities to Rogers Society.

It's an honour to continue growing and evolving this organization. And on a personal note, I am incredibly grateful for the numerous opportunities Rogers Society has provided me. I continue to evolve personally and professionally, and I know that all of this is leading to something incredibly special. Thank you Rogers Society for trusting me to be the Chief Innovation Officer!

Devaiya Ra

Chief Innovation Officer

devaiya@rogerssociety.org

courses.rogerssociety.org

Rogers AGM - December 7th, 2021

Meeting called to order at: 7:03pm

Words from staff: The possibilities that 2021 showed were possible are really highlighting the opportunities for the future. The staff is very excited for the future. There are lots of plans for next year including a potential Montessori preschool opening next year under the leadership of Victoria Rameix.

Words from the board: Chris spoke about the board members who have transitioned out this year and those that have come on. Adele spoke about how she looks forward to the future where we will be able to meet in person as well as welcoming the new Rogers Society members Nick and Victoria.

Eva elaborated on Power Publishing, a non-for profit that focuses on artists looking to get their art published. The website and social media just went live. Devaiya discussed Everlearn which has grown since 2020 to include over 1000 enrollments and has evolved into Everlearn College to include courses for other industries beyond the childcare realm as well as coaching.

There were no questions about this year's report.

Adele moves to accept the 2020 minutes as read. Chris seconds. All in favour, none opposed. Motion carried. Amber thanked the outgoing board members - Doug, Martin, Nici. Chris motioned to approve the board and Nick seconded. All in favour, none opposed. Motion carried. Amber opened the floor to questions, but there were no questions from the floor. Chris thanked Amber for her leadership this past year.

Meeting adjourned: 7:32pm.

Members in attendance:

Nick Paetz, Michelle Decker, Adele Ashby, Chris Wylie, Victoria Rameix

Attendees:

Devaiya Ra, Eva Arriaga, Amber McMillan