



COMMUNITY SERVICES QUARTERLY REPORT

OCTOBER – DECEMBER 2022



Family and Community Support Services and Special Projects

Andrea Hlady

Highlights:

FCSS initiated or provided support to the following events:

- **Interagency Meetings:** FCSS hosted nine Interagency Meetings in 2022. The meetings were online and in-person, with a festive December meeting. There is always a lot of sharing and discussion that happens.
- **2023-2025 FCSS Funding Agreement.** FCSS Coordinator informed the Board that the new multi-year agreement with the Government of Alberta (Ministry of Seniors, Community and Social Services) has been approved and signed by all parties.
- **FCSS Association** of Alberta hosted their annual conference on November 16-18, 2022. At this conference, the new Accountability Framework was mentioned with a brief introduction to the new Provincial Prevention Priorities. The Government of Alberta has identified the following key social issues affecting Albertans. These social issues are the basis for provincial prevention priorities and should be considered when local FCSS programs are planning their community programming. These Priorities, released December 2022, include:
 - **Homelessness and housing insecurity** – Increased rates of homelessness have been associated with unaffordability of quality housing and high levels of substance abuse and family violence. Recent estimates suggest that more than 235,000 people in Canada experience homelessness every year. In Alberta, at least 11.4% of Alberta households are unable to afford the housing they need.
 - **Mental health and addictions** – Mental health issues affect many Canadians. A recent survey found one in three Canadians were struggling with their mental health⁵ and one in five Canadians will experience a mental health problem or addiction in any given year. In Alberta, use of opioids and deaths from drug poisonings have been increasing at alarming rates. In 2021, the highest number of opioid deaths were recorded in a year, with 1,610 individuals dying from an unintentional opioid overdose, 38% higher than in 2020 (1,167) and 158% higher than in 2019 (625).
 - **Employment** – Alberta's unemployment rate remains somewhat higher compared to other provinces. While trending downwards, in March 2022, Alberta's unemployment rate was 6.5%, compared to the national unemployment rate of 5.3%. In 2020, the Income Support program supported an average of 52,397 cases per month in Alberta. Of the total numbers of average annual Income Support caseloads, 31,364 were clients who were "expected to work" and 21,033 cases represent Albertans with "barriers to full employment".
 - **Family and sexual violence** across the lifespan – In a nation-wide web panel survey, 10% of women said they were very or extremely concerned about experiencing domestic violence¹⁰. In 2019, Alberta had the sixth highest rate of police-reported family violence

compared to other provinces¹¹ and the fourth highest rate of police-reported sexual assault.

- **Aging well in community** – Alignment of health, housing, and community based services can create safe and supportive environments for Albertans to age well in the community. It is estimated that 22% of people in long term care could be avoided with the right community based supports in place. Approaches to integrate healthcare and community-based supports are essential to enable Albertans to age in their homes and communities and lower their risk of seeking hospitalization and/or long-term care.

Coordinator of Parks and Open Spaces

Brock Leavins

Mustangs Football Playoffs at Matthew Halton Field

With the success that the Mustangs Football program had during the regular season, it enabled them to press on into the playoffs during October. Even with the challenges of working around weather patterns, our Parks Staff were able to provide a freshly painted field for their practices and games. Alterations were made to the type of line paint this year, along with the water mixing ratio to provide brighter and longer lasting lines.

During this past year it was voiced by the Mustangs Football Program that the maintenance of the Matthew Halton Field was below expectations and standards. Our Parks Staff were able to make repairs and adjustments to the irrigation system that supplies that field and were able to adjust and repairs to the in-field system to provide a safer field of play, even into the latter part of October



Walking Trail Maintenance

With the voice that the community put forward in the surveys involved in the Recreation Master Plan (2020), it was highlighted that the maintenance of the Walking Trails was a high priority and that positive change was needed. During the Fall and Winter months, our Parks Staff have continued to provide maintenance to the main walking trail, “Diane’s Way”. This maintenance includes snow removal and applying rock/sand to sloped ice areas. This maintenance is not an easy task, as the equipment and techniques used to perform these tasks are not the most efficient or most safe with the difficult terrain of the walking trails. Proper equipment and techniques should be explored soon to prevent any probable incidents.



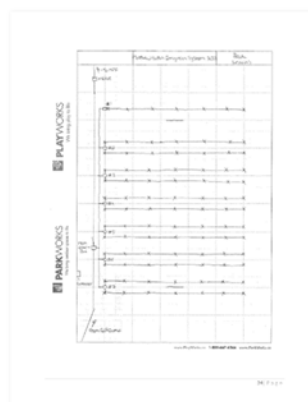
Winterizing Irrigation Systems

With the low operational quality of our parks and sports fields irrigation systems exposed to me this Summer, it became clear that the standards of maintenance and care of these systems need to be higher. This Summer, all irrigations systems were turned on to evaluate their status and needs for repairs. With that, all irrigation systems would then need to be winterized to protect them from any damage caused over this Winter. The process of blowing out each system with a compressed air system, including the new systems at both Sage and Canyon Creek Child Care Centres, is very time consuming, and takes 2-4 weeks to complete. Planning, training of Seasonal Parks Staff and winterizing earlier in September will be a goal for this next year.



Irrigation System Documents Updates

Once again, with the quality of our parks and sports fields irrigation systems, along with the little amount of records and documentation, it was necessary to establish maps and procedural documents for these systems. During the Fall months, system maps were created for all irrigated facilities, along with winterization procedures and an updated Irrigation Master Document.



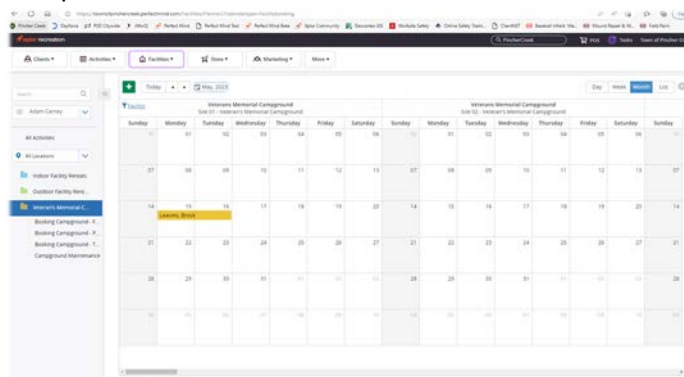
Castleview Outdoor Skating Area

The struggles with the outdoor skating area last year highlighted our need to come up with a system that could withstand the Winter chinooks. During this last year and previous years, ice was created on the black asphalt surface in the middle of the park. During the cold stretched of the winter, the ice was able to become thick enough and flat enough for a large area of fun skating, but as soon as the temperatures neared the plus degrees, the sun would shine through to that dark asphalt and soon melt the whole area. This year, with a budget targeting material under \$500, we were able to purchase a 60'X40' Sher-Wood Ice Rink Tarp, which is specifically designed for exterior use and is durable enough to withstand challenging weather. The skating area was installed with a 2"X6" wood barrier, and was ready for the public to use on December 24th, and ongoing throughout the holidays.



Veteran's Memorial Campground Registration System

At the end of this October, we said a big thank you to our Campground Hosts, who had been with the Town for the past 5+ years, but will not be returning this next season. With the transition, now is a good time to update our registration system. These past years our campground visitors had the options to call in for a reservation or to pay as they arrive. The Perfect Mind system that we are transitioning into will allow those two options again, but will also allow the public to reserve their campsites online. Another large positive with this transition is the ease of communication within the department. The Perfect Mind program is the same program that is used for Aquatic Centre registrations/processing/bookings, Parks & Sports Field facility bookings, and possibly for the MCC Arena in the near future. With that, any computer in the department can see the schedule of all facilities and users, including which campsites are open or reserved.



Project Planning

As projects and most Parks maintenance tasks are completed during this time, it's not the biggest time for me to reflect on this year's projects and to focus on the coming projects for 2023. With the exciting budget that our department's leadership/management has put forward, I will be planning for projects such as upgrades to playground features, new signs for a selection of our parks, tree maintenance, and irrigation upgrades. This time also allows me to create more efficient and effective processes for the Parks Staff's tasks, which focusses on safety, training, and recording.



MPF Coordinator Alex Shenton

Standard operating – Arena Season + Pool Shutdown prep.

Consistently scheduling staff to accommodate flexible winter time usage of the Arena, generally open 8am – midnight. Covering any shifts for staff in need both Arena (Operator) and Pool Side (Lifeguarding). Arranging all chemical and supply purchasing ETC. required for the pool shutdown in January so we are ready to rock. Arranging all purchasing for janitorial and maintenance supplies for the MPF facility going into first quarter after assessing and documenting all inventory.

Annual Boiler Services

Working with certified contractor – Kelly's Plumbing (Pincher Creek) to go through each boiler in our department's care for an annual service prior to winter/ heating season. This includes 2 super hot in the pool basement, 1 Pentair in the waterslide mech, 1 super hot at the Lebel, 2 Rinnai on-demands at the arena, and 2 visemann's at the early learning centers.

Huddlestun + Arena Changeroom Furnace replacements

In conjunction with Tristan Walker - Hired Chief Mountain Gas Co-Op (Pincher Creek) to replace old furnaces with new high efficiency models. Hired Riteline (Pincher Creek) electric to install Wi-Fi thermostats and controls. Was the primary site contact for access and assistance for the contractors while they performed the work.

Landscaping @ Early Learning Centers – Clean up Phase 1

Took down all the temporary fencing and moved all the toys and terrain back into the yards. Moved the storage sheds with help from a contractor (Sorge Trucking) to their final destinations. Built a proto-type tire rack for the staff to put away the tires in an orderly fashion. Helped ELC staff relocate all their parts and pieces back into their proper spaces. Did an overall cleanup of the areas and left the remaining items in question at the discretion of the ELC staff to be dealt with at a future time.

Replace failed hot tub Sand Filter @ Pool Basement

Working in conjunction with DMT mechanical (Lethbridge) we replaced the failing hot tub component. The fiberglass vessel had developed cracking and was leaking quite severely from its threaded ports. Step one consisted of isolating the filter and emptying all the sand out of the old filter, the completely disconnecting it from the system to remove it. Step two we arranged for DMT to reconnect the new filter, which required an edit to the existing plumbing configuration, and the filter inlets were at a slightly different heights compared to the previous model. Lastly the sand was replaced inside the filter and reconnected to the hot tub filtration system.

Mixing Valve replacement @ Pool Mechanical

Working in conjunction with Chief Mountain Gas Co-op – we are attempting to replace a seized mixing valve in the MPF heating system. Likely requires the removal of a section of ducting to create enough access to said valve in a safe fashion. The union was severely seized and will require a different solution.

Municipal Energy Lead Tristan Walker

October to December saw the Energy Project Lead focus a lot of time on developing our Climate Change Resiliency and Adaptation Study and completing the last of the projects for 2022. We continue to work with our new REALice system to improve ice quality and reach operational standards. Did you know that if you change your lights to LED you can save up to 80% of the energy! We continue to analyze, scope, and implement energy savings projects while supporting community outreach and accessibility to energy information and infrastructure. Hear about some of our great initiatives below!

Project Updates

Several projects were closed out this quarter to improve energy efficiency at our facilities, and the wheels have been set in motion to start projects to benefit the community. Major infrastructure

projects completed were the installation new high efficiency furnaces with programmable thermostats at the Memorial Arena and a lighting retrofit at the Lebel Mansion. The savings from these measures are shown below.

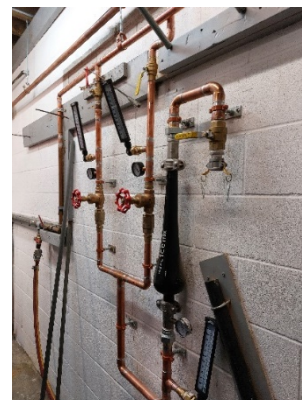
Table 1: Recreation projects, along with their associated annual emissions and cost savings

Project	Annual emissions savings (tCO ₂ e)	Annual savings (\$)
Arena Furnaces	5.2	830
Lebel Lights	4.1	1,488
Totals	9.3	2,318

The Climate Resiliency and Adaptation plan was kicked off in October and is well underway with a community survey wrapping up in December. More information about the projects identified can be found below;

REALice

We have received feedback from the community and are working to improve ice quality. We have engaged with the operators in Bow Island who have run this system for 3 years now and indicate that after ironing out the kinks in year 1 the ice has been much better. We are adjusting our parameters to match theirs with ice temperatures up to 23 degrees Fahrenheit, supply water at 60 degrees Fahrenheit, and adjusted maintenance strategies. We continue to monitor the ice and welcome feedback. December has shown noticeable improvement in the cohesion and reductions in how brittle the ice is.



Arena Furnaces

The new furnaces at the arena are 96% efficient, replacing 20-year-old 80% efficient furnaces and introducing more control. This retrofit covers the Huddleston Seniors Center, the change rooms, and the washrooms in the Arena. The project was 75% funded by the Municipal Climate Change Action Center, with a cost of approximately \$5,000 to the Town producing savings of \$830 and 5.2 tonnes of GHG annually.

Lebel Lighting Retrofit

The lights in the Lebel Mansion had been identified as an issue for a long time. Many fixtures were in ill repair, there were patchwork fixes made and lights added to make up the difference. The recreation team worked with Allied Arts to plan a full retrofit that sees LED light panels installed uniformly throughout the mansion as well as small fans to increase airflow. This project is projected to save \$1,488 in energy costs through reduction in demand and energy use, as well as 4.1 tonnes of green house gas annually!



Climate Resiliency and Adaptation Plan

The project kicked off at the beginning of October with presentations to both the MD and Town Council. A showcase was held in November to allow for staff at both the MD and Town to share how their roles were affected by climate change and what they see the vulnerabilities to be in the future. A survey was released in November as well to the community to get feedback on the same subject. Over 230 responses were recorded! Plans for Quarter 1 of 2023 include a risk assessment workshop with municipal staff, completion of the climate projection report, and the cost analysis report.

Planned Work

As we continue to progress as a team in our work towards sustainability there are some major milestones coming up. In quarter 1 of 2023 we will be investigating continuing to modernize the MPF and Arena through targeting a variety of grants to support an ice plant upgrade, heating and ventilation upgrades, improved accessibility and lighting retrofits. Electric Vehicle chargers funded by Enel Green Power and Southgrow are scheduled to be installed at the Splash Park as well! Another project we are continuing to develop is a renewable energy showcase at the Lebel mansion that will provide an exhibit to see how solar systems are built and what the benefits are! We are also working with industrial partners to trial various energy efficiency projects, refurbishing our boiler system at Lebel, identifying lighting projects, and moving forward with the Clean Energy Improvement Program. As always, we are continuing to analyze our energy usage and look for potential areas of improvement.

Conclusion

The Municipal Energy Project Lead with huge help from staff has saved an estimated 9.3 tonnes of CO₂e/year, and \$2,318/year in the recreation department this quarter, with more savings planned for the near future. We are excited to continue increasing accessibility to the community and reducing our impact on climate change as we pursue innovative solutions to energy efficiency! Finally, if you have an idea for how the municipal facilities could save energy don't hesitate to reach out to energy@pinchercreek.ca!

Aquatic Director Blake Edwards

- Onboarding of 1 new staff member who is training to become a lifeguard , 1 front desk
- Junior Lifeguard Club – had a very successful 2022 falls season. Registration was increased this season with some new club members joining. Skills were focused on competition level
 - The Pincher Creek Survivors will attended the Lethbridge Junior Lifeguard competition swim meet in November.
- Staff training – held a staff in service November 20. Review of communication, shift scheduling and Dayforce availability use, Lifeguard fundamentals – zone coverage, scanning, blind spots, body language, and patron conversations. Task & time management, review of fee changes and front desk procedures.

- Soft Launch of Lifesaving Swim for Life swimming lesson program was successful with some solid learning and competencies reviewed for the swim instructors. We were able to fill all of our classes for the fall and add more to the wait list for 2023. The demand for swimming lessons continues to be high as we work to train and hire more instructors.
- Kids Sport swims – the pool planned to host more Kids Sport swims for 2023 and we have chosen dates for those for the calendar year. KidSport sponsors the swims to make them available free for participation.
- Fall weekend stats – the pool was open on the following weekends this fall. Patron numbers were as follows.
 - Saturday November 5 – 50, Sunday November 6 – 52
 - Saturday November 19 – 53, Sunday November 20 – 47
 - Saturday December 3 – 36, Sunday December 4 – 18
- Evenings and Weekends – With the outcry of demand the pool to be open more on the weekends our attendance stats did not reflect the feedback from the community. Sunday's in particular were low. Our evening swims for entirety of the fall were consistently low in attendance.
- December holiday swims – we saw an increase in pool use and swimmers attending during the holiday break. The week between Christmas and New Year's was particularly busy.
- Preparation for annual pool facility shut down began as we coordinated with facility departments to tackle a few main projects. Those include deep cleaning of the facility, pool basin tile repairs, plumbing repairs in the family and main change rooms, painting and touch up painting, inventory, pool and hot tub basin biofilm removal, pool deck calcium build up removal. The pool will re-open on January 23, 2023.

Staff Event Support

- Holiday Passport campaign – minimal staff, 1 generally at a time at the front desk.

Goals – next 3 months

- Prep to host two leadership courses including Bronze Cross, National lifeguard.
- Training and support for our recreation software program to increase and streamline use
- Planning has started to host a Swimming Instructor course locally to train more instructors to be able to increase our swimming lesson classes in the spring.

Recreation Programmer Rhonda Oczkowski

Communities in Bloom

The Communities in Bloom committee has decided that 2023 we will participate in being evaluated in the National Division of Circle of Excellence. Pincher Creek has not participated since 2018 in the International Division. Participating and being part of the CIB program encourages communities to develop civic pride, mitigate and adapt to the impacts of climate change, enhance green spaces,



Parade of Lights

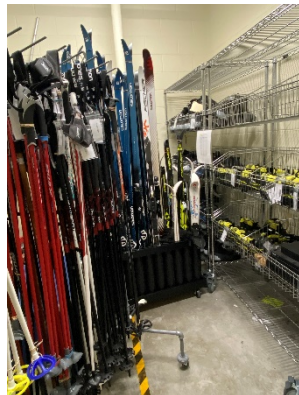
Skate into Winter

December 10, 2022 was the annual Skate into Winter event. Families were able to enjoy an afternoon of free skating along with a DJ providing music, fun prizes, hot chocolate donated by Tim Horton's, goodies and a fire bowl on the ice to warm you up. Attendance was down this year with approximately 35 people in attendance.



Cross Country Ski Lending Program

The Syncline Castle Trails Association has generously purchased 30 adult cross country ski sets along with additional boots to be added to the existing skis we have already. Working with the Pincher Creek Library, they provide and keep track of the skis being lent out along with the snowshoes. SCAT also purchased the supplies to create a storage area at the pool with boot racks, ski and pole racks.



This free lending program has allowed families and individuals to stay active enjoying the great outdoors. The Christmas season saw **ALL** snowshoes and cross country skis out being used, indicating a need, awareness of the program and active living.

SCAT has also subsidized guided hikes/snowshoes program to make it affordable for those trying it out for the first time and new to the area. SCAT will also be paying for an instructor to provide a pop up introductory cross country ski lesson to happen at the pool park when the snow allows.



Arena Skates

The Free Public, Family, Parent & Tot and Senior Skate have seen significant increase in usage this year, After Covid restrictions being lifted people are feeling more comfortable to attend community events. It was recorded that approximately 1500 people have participated at the above mentioned free skates. The average attendance is about 35+ per session. With the access of the free skate lending program it has enabled all to access the rink. Thanks to our sponsors the Rotary Club and the Pincher Creek Legion #43 helps cover the cost of the arena ice time.



RECREATION MANAGER

ADAM GROSE

Arena

- Usage Summary
 - Minor Hockey – 362 Hours - \$75/Hour = \$27,150
 - Skating Club – 85 Hours = \$75/Hour = \$6,375
 - Adult Rec – 56 Hours - \$130/Hour = \$7,280
 - Private Rentals – 30 Hours - \$75/Hour = \$2,250
 - Schools – 26 Hours
 - Public Skate – 67 Hours
 - No Bookings - Empty (Weekends Only) – 78 Hours
- Brine Leak – A brine leak was detected on November 4th, 2022. Startec was called on an emergency call-out, the leak was not visible at either of the headers, thankfully the same line which was repaired in the fall was the culprit and Startec was able to isolate the individual brine line and the arena was able to continue operating as normal. It is estimated that 2,500 litres of brine was lost prior to getting the leak isolated, total cost for the emergency repair was approximately \$10,000.
- One arena staff member unfortunately needed to go on an emergency leave of absence, the position has been posted and a temporary replacement is expected to be hired in the new year.
- REALice – There has been some negative feedback from the public regarding the quality of the ice, and whether the REALice system could be contributing to this issue. Arena staff met with the Municipal energy lead and management to discuss the concerns. Some procedures were adjusted to match the REALice manufacturer's specifications, and the ice quality appears to be improving.

Pool

- Staffing levels have improved slightly at the swimming pool with the addition of 3 new front desk staff, and one day-time lifeguard hired this quarter. 2 of the 3 front desk staff have expressed interest in getting their lifeguarding certifications in the new year.
- Annual Shut-Down is planned to start on January 3, 2023.
- Upcoming Courses:
 - January 28-30 – Bronze Cross
 - February 20-24 – NLS
 - March 2-3, 10-12

Administrative

- Several budget meetings were attended.
- At the SARA AGM Adam Grose stepped down as the chair of SARA. Summer Games will not be held in 2023, however, there is some interest for 2024 and 2026. The format of the Southern Alberta Summer Games is being reviewed, and may move to a different format in the future, however, nothing has been finalized to date. The town of Pincher Creek will continue its participation in SARA and work closely with the new executive.
- The Recreation Advisory Committee held a meeting on October 19th, 2022. There is still one vacant position on this committee. The Committee Terms of Reference and member board appointment will be coming to Council in the new year for review and update.
- A mock Emergency Management Incident training was held on October 17th, 2022.
- Held Meetings with both Livingstone Range School Division and Holy Spirits in regards to working the newly legislated Joint Use Planning (and Facilities) Agreements

Curling Club Update

- The Request for Proposals for a Design-Build for the proposed Curling facility was released on October 17th, 2022.
- The closing date was November 17th, 2022.
- A summary presentation regarding the RFP's was presented by BDT Engineering to Council at the November 28th, 2022, Council Meeting.
- At the December 12th, 2022 regular meeting of council a Task Force consisting of 3 members of Council, Administration and a curling club representative was established to review the RFP Submissions.
- The Task Force is expected to meet in early January to review the RFP submissions and provide recommendations to Council.

Job Postings

- Several Job Postings have been posted or are soon to be posted including Campground Host, Summer Parks Staff, Summer Games/Program Coordinator, Pool Clerk (Full Time Position), Parks Maintenance 2 (Casual Position), Lifeguards

ECONOMIC DEVELOPMENT OFFICER & EVENTS

MARIE EVERTS

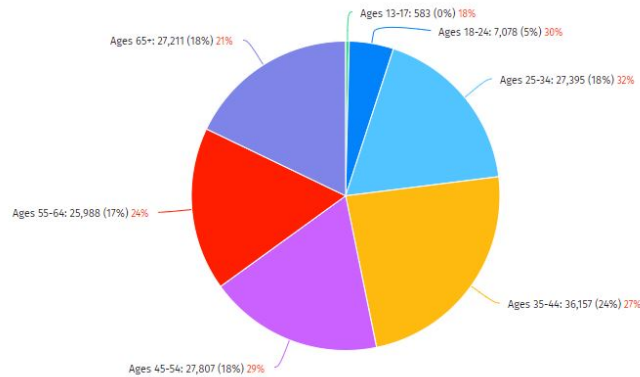
Social Media Communication:

Town of Pincher Creek Facebook Page

Reach: 162 200

Views: 11 837

New likes: 87

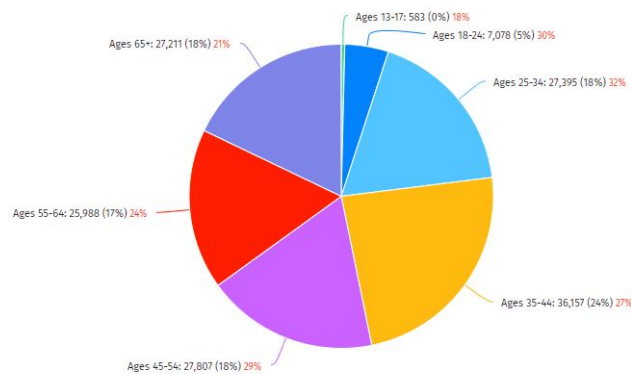


Pincher Creek Recreation Facebook Page

Reach: 37 809

Views: 6371

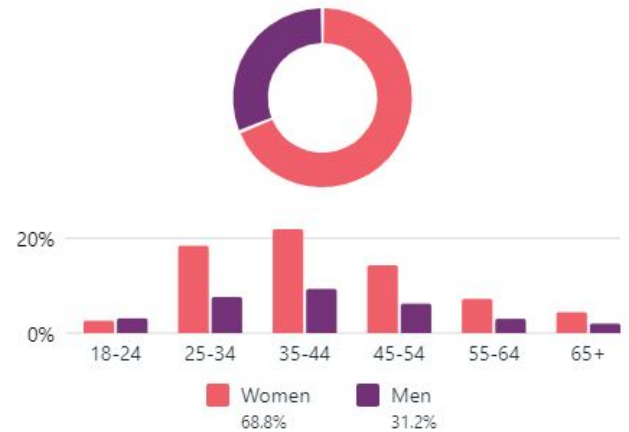
New Likes: 21



Reach: 1440
Profile visits: 355
Total followers: 54 (new)

Instagram followers ⓘ

1,495

Age & gender ⁽ⁱ⁾

Website Communication:

Pageviews: 32 829

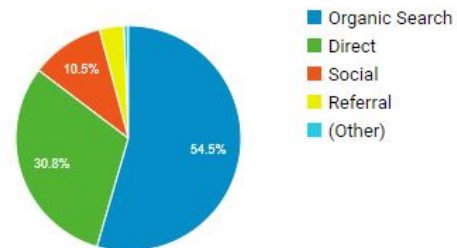
Users: 10 286

Average time of page: 1:31

Top pages: (not including home page)

- 1) multi-purpose facility (pool)
- 2) home
- 3) arena
- 4) election results
- 5) employment
- 6) events
- 7) contact
- 8) minutes

Top Channels



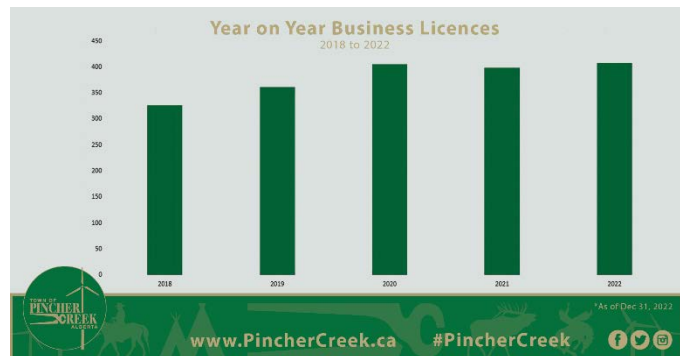
EVENTS!

- By-election
- Awards of Excellence
- Parade of Lights
- Christmas Celebration for the team
- Ugly Sweater Day

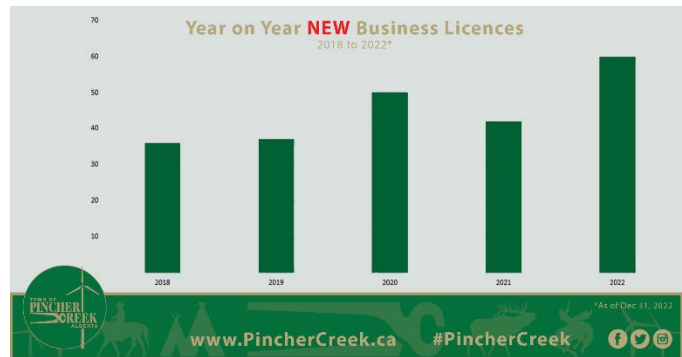


Business Licensing In-review:

Year	Licensed Businesses
2014	210
2015	229
2016	257
2017	276
2018	326
2019	362
2020	406
2021	399
2022	408



Year	NEW Business Licenses
2016	27
2017	24
2018	36
2019	37
2020	50
2021	42
2022	60





Respectfully submitted by Ola Crook, Board Secretary PCCELC on Feb 2nd, 2023

In October, two members of the board, Ola Crook and Michelle Spencer were appointed board representatives for the newly founded Parent Advisory Board, spearheaded by a group of parents/caregivers from Canyon and Sage Early Learning Centers. The first meeting was October 18th, which Ola Crook attended in person and Michelle over the phone. Concerns, feedback and enthusiasm was shared to see more parent engagement at the Centers.

The Board of Directors met to review the Strategic Plan in October and many good discussions were had about the shared visions, unifying both Centers under one shared set of values, policies & procedures and reviewed the organizational chart of the board itself. Very positive and valuable feedback was shared from the commencement of the first Strat Plan session to the review.

In November and December, a job posting for the Executive Director position was shared amongst Indeed, Facebook and on the Pincher Childcare website. Several resumes were received and the HR committee has been moving through candidate interviews until present. Several policies were reviewed as well : Sick days, snow/inclement weather as well as a staff training policy. The latter is a new incentive the board has adopted as a method for recruitment and retention of staff. As such, any employee with a Level 1, 2 or 3 certification who has an approved Alberta Professional Development Grant will be reimbursed by the province for course fees and tuition, and the Centre will be reimbursed for wages for time spent on education up to specified maximums.

An interview was performed with the Rural Employment and Development Initiative team via zoom. This program helps organizations properly prepare to support newcomers to Canada in seeking employment and community relations. Both Early Learning Centers and the board are excited to be a part of the program and make connections with recruiters.

The PCCELC Board continues to foster and build a positive relationship with its Directors and ECE staff. We thank the Town of Pincher Creek for their continued support and financial contributions in order to grow our Centers into the world class facilities they are.

Sage Early Learning Centre

October Overview 2022

Enrolment & Staffing:

- Capacity: 65%
- 55/84 children (all enrolment types)
- Staff: 7 full time, 2 part-time and 5 on call

Training:

- Imagine Workshop on Program Planning in anticipation of starting planning time for all FT staff.

Extra Notes:

- Inspire Room opens! We shift our eldest Discover Room Children to Inspire, and start a few new enrolments in Discover



November Overview

Enrolment & Staffing:

- Capacity: 65%
- 55/84 children (all enrolment types)
- 5 terminations and 5 new enrolments
- Staff: 5 full-time, 1 part-time, 5 on call
- Loss of 4 full-time staff and 1 part-time staff
- 2 new full-time were able to be hired

Training

- Sage received 1 licensing non compliance from unlabeled Tylenol stored at the centre
- Extra training at staff meeting was done to address this

Extra Notes

- Custodian starts at Sage
- Inspire Room closes due to the 5 staff lost, and we are Able to combine this room with the Explorers.



December Overview

Enrolment & Staffing:

- Capacity: 59%
- 2 Full time and 3 part-time terminations
- Staff: 5 full-time, 1 part-time, 5 on call
- Loss of 4 full-time staff and 1 part-time staff
- 2 new full-time were able to be hired

Training

- Directors at Sage and Canyon prepare for READI training, Which will help PCCELC become a more inclusive organization towards newcomers of Canada looking for employment in childcare.

Extra Notes:

- Staff has been given 45 minutes of Program Planning Per week, which has significantly increased the quality of care we are providing to the children.



Erica



Anna



Emily



Araceli



Leason



Raven



Kimberlee