

*Fiscal Year*



**Starbright**

Children's Development Centre

# 2023 - 2024 *Annual Report*

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# *A Year of Resilience and Community Support*

The fiscal year 2023-24 was a pivotal time for Starbright Children’s Development Centre Association. Following a challenging period that put our very existence in question, we found renewed strength through an extended contract that resulted from the unwavering advocacy of many. This allowed us to regain our footing, take a collective breath, and move forward with purpose.

What sustained us through this time were the enduring support and belief from our families, our clients, local MLAs, and the broader community. The solidarity we felt from all of you has been, and continues to be, our foundation. We do not feel, and have never felt, alone in this journey. For that, we extend our heartfelt thanks to everyone who has kept us in their thoughts and hearts. Starbright Children’s Development Centre Association has been a cornerstone of the Central Okanagan for 57 years and is now into its 58th.

The joy of seeing former clients return as adults, and the generosity of grandparents whose children were among our earliest clients, are testaments to the special place Starbright holds in the hearts of those it has served. For those who are new to the Central Okanagan, which spans from Oyama to Peachland, Starbright may have once been a “best kept secret.” However, that has changed.

Today, our agency is well-known and receives remarkable support as a charity and not-for-profit organization from businesses, foundations, and private citizens alike. Our dedicated staff, comprised of pediatric professionals from various disciplines – including occupational therapy, physical therapy, speech and language pathology, clinical counseling, behaviour analyst support, inclusive childcare consultants and educators, and infant development consultants – work tirelessly to provide exceptional service to our client families. They are supported by a cadre of highly-trained individuals in program support, all of whom contribute to the strong culture of service that defines Starbright.

This Annual Report serves as an update on the journey of an agency that nearly ended in 2013. The story of Starbright continues to unfold, thanks to the overwhelming support that began two months prior to this fiscal year starting, and continues to sustain us today.

## *From the Desk of Board Chair and Association President, Carol Meise*



Every successful organization needs a board of directors with a strong future forward mindset. When events happen that throw everything you thought you knew into question, it is easy to feel discouraged. That doesn’t have to be the end of the story. Cultivating positive change is about restoring hope in the future. Hope isn’t a denial of what is, but rather a belief that the current situation is not all that it can be. Hope is about taking action and best of all, it is a learnable skill.

This past year has been one of doing the work to reframe thoughts and the forming of new habits. With the board's shift in mindset and habits we can begin to see and work towards a better future, and we have equipped management and other staff to do the same.

Our mission and goals have not changed, but the path to achieving our goals is changing and is anticipated to continue to change. Being prepared to pivot, reframe or rethink those paths to achieving our mission has been and will continue to be critical to our survival. Along with the ability to reframe, this process will require a vast amount of creativity – another learnable skill.

Community, as we learned, is of ultimate importance. Starbright's community extends far beyond the community of our staff and of our families. It extends to 50+ years of families who have been positively touched by Starbright. Our community includes local businesses, community members and local organizations offering similar services, who believe in the importance of early intervention and social support. Provincially, our community includes other child development centers, our employee's union and numerous professional associations. Fostering a community who share our story or our experience, can collectively form a powerful voice and energy that can influence positive change.

There is a great deal of work to be done in a very short period of time, but this board is hopeful that we can find the right path to continue Starbright's mission.

## *Starbright Board of Directors*

### *2023 - 2024*

Carol Meise, President

Cathie Polasek, 1st Vice President

Paul Farina, 2nd Vice President

Craig Gronsdahl, Treasure

Terri Russell, Secretary

Jean Lanoue, Director

Blair Forrest, Director

Ted Grimwood, Director

Madison Wilgosh, Director

Jason Picklyk, Director



# *A Message from the Treasurer, Craig Gronsdahl*



As life at Starbright returns to a new normal our focus continues to be on our clients who benefit so much from our experienced and talented staff.

From a financial perspective our goal is to continue delivering high quality, meaningful therapies and programming as effectively and efficiently as we can. Our little ones deserve no less.

We look forward to a stable and productive future to ensure our kiddos march towards their full potential.



# *From the Desk of Executive Director, Dr. Rhonda Nelson*



The fiscal year 2023-24 began on April 1, 2023, with a renewed sense of hope, fueled by an extended contract from the Ministry of Children and Family Development (MCFD). For Starbright families, staff, and our Board of Directors, this extension brought a much-needed sigh of relief. We are deeply grateful to MCFD for their continued support after a previous fiscal year filled with uncertainty and challenges. The fierce determination that carried us through those difficult times was now channeled into moving forward, continuing our legacy of service and support for children with developmental needs. As I reflected on the past 12 months, I was struck by the many truly wonderful moments that have defined this year. From a place of profound gratitude, we find so much to celebrate:

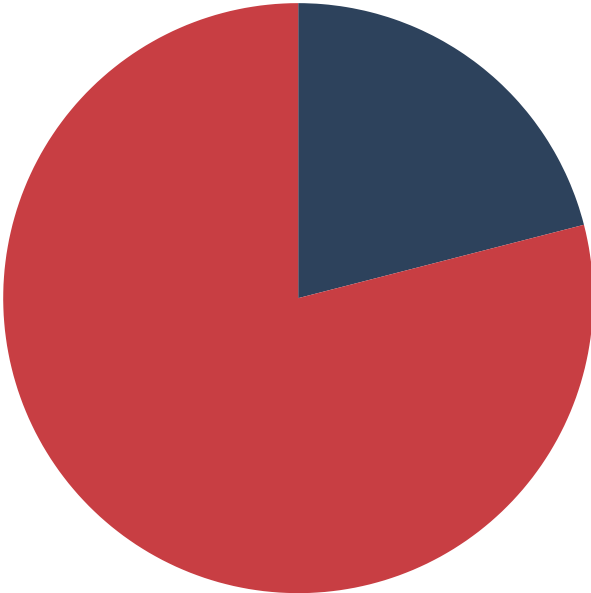
- 1. Community Support:** Our community held us with gentle but unwavering support. Local agencies reached out, involving us in their efforts, and donors stepped forward, ensuring we had the resources needed to embark on new initiatives.
- 2. Family Commitment:** Our families, both past and present, deepened their resolve to express their appreciation for our services, reinforcing the bonds that have long connected us.
- 3. Staff Dedication:** Our remarkable staff continued to support one another and our young clients with their trademark compassion, knowledge, and skills, embodying the spirit of Starbright.
- 4. Board of Directors:** Our Board of Directors never wavered in their belief in our mission and their call to action, providing steady leadership throughout the year.
- 5. Provincial Partners:** Our provincial partners remained steadfast and encouraging, standing by us as we navigated this pivotal year.
- 6. Client Progress:** Most importantly, our little clients continued to bring us joy and inspiration with their trust and progress, reminding us daily of the importance of our work.

Indeed, this year has been a testament to the power of hope, community, and the shared commitment to the children and families we serve.



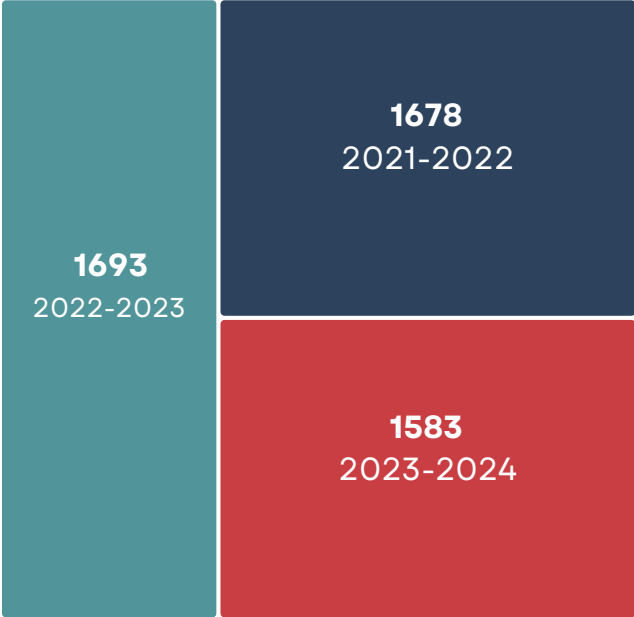
# Our Clients: The Present

Single Service Clients  
21%

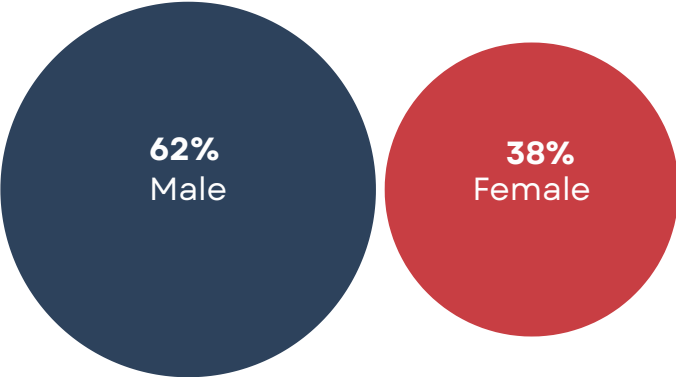


Multiple Service Clients  
79%

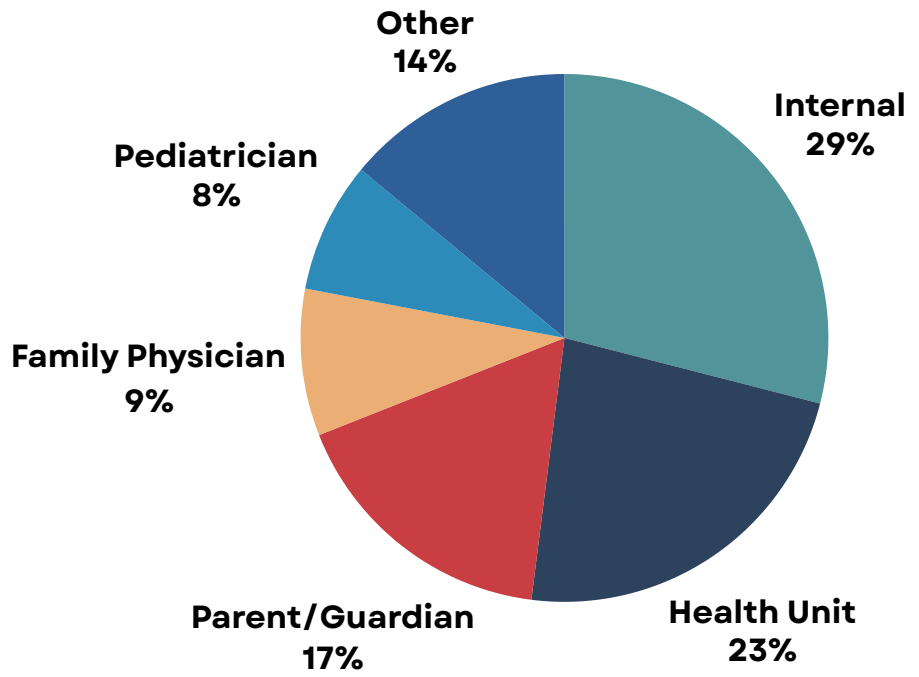
Total Number of Clients Served



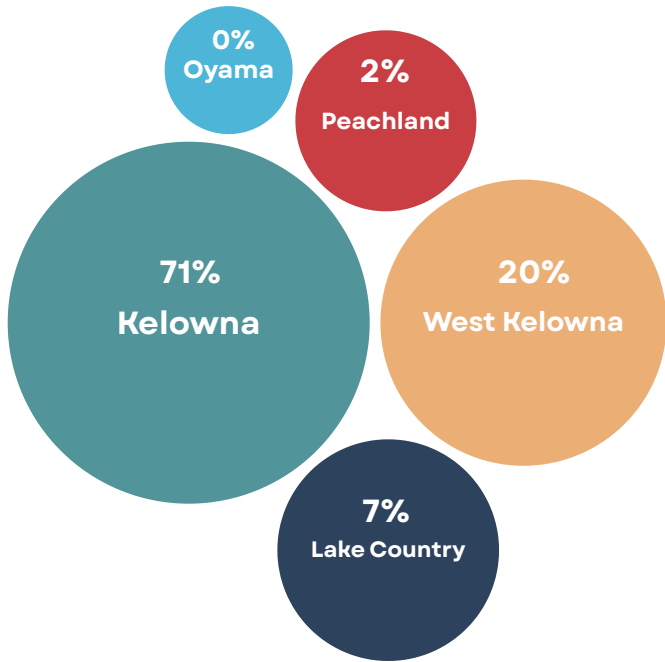
Gender at Birth



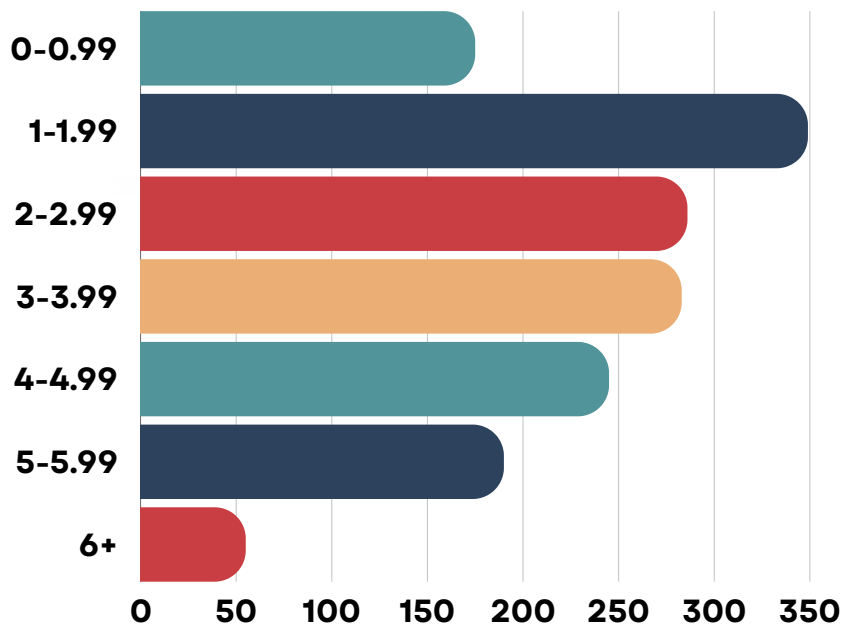
### Referral Sources:



### Regions:



### Age Cohorts of Clients



***Wonderful Visit of a Past Client***



It is such a joyful thing when clients who are now adults come by for a visit. Colter, and his mother, Jackie Blonarowitz came to have a memory tour and support Starbright.

Colter was a client of Starbright’s when he was a little boy. One of the therapists who supported Colter was Carol Peter, Starbright physiotherapist.

*In photo from left: Carol, Physiotherapist, Colter and Jackie*

***New Team Leader of Infant Development***

Karin Hesketh became the new Team Leader of Infant Development. Karin has 15 years of experience with Starbright, in the Infant Development Program.



# Starbright 2023 - 24 Staff



## MANAGEMENT

Rhonda Nelson, Executive Director  
Mieke Krus, Operations Manager  
Terri Nakayama, Human Resources Manager



## PROGRAM SUPPORT

Diana Becker, Services and Outcomes Coordinator  
Jessie Farrell, Reception Coordinator  
Rebecca Smith, Administration Coordinator  
Betty Teigen, Family Engagement Coordinator  
Kathleen Langton, Caretaker



## CLINICAL COUNSELLOR:

Heather Pattison



## INFANT DEVELOPMENT PROGRAM:

Karin Hesketh (Team Leader)  
Karina Frisque  
Karen Hartley  
Anke Purnell  
Shani Fehr



## OCCUPATIONAL THERAPY:

Suzanne Lauzon (Team Leader)  
Catherine Brandon  
Andrea Deen  
Katie Johnston  
Diana Kriel  
Cindy Granek

## NEW EMPLOYEES

Cindy Granek - Occupational Therapist  
Sarah Dosch - Board-Certified Behaviour Analyst  
Shani Fehr - Infant Development Consultant  
Jessica Kay - Physical Therapist  
Jenn Browning - Speech and Language Pathologist  
Jewelle Alaric - Inclusive Childcare Educator  
Mindy Hilburn - Inclusive Childcare Educator

## FAREWELL TO EMPLOYEES

Mieke Krus - Operations Manager  
Stephanie Scott - Physical Therapist  
Kraig Rust - Speech and Language Pathologist  
Courtney Lawrence - Speech Language Pathologist  
Catherine Bentley - Inclusive Childcare Educator  
Erin Emde - Inclusive Childcare Educator

# Starbright 2023 - 24 Staff



## **PHYSICAL THERAPY:**

Carol Peter (Team Leader)  
Lanna Brydges  
Tracey White  
Jessica Kay



## **SPEECH AND LANGUAGE:**

Kathleen O'Connell (Team Leader)  
Lauren Carruthers  
Diane Gretzinger  
Courtney Lawrence  
Nicole Reck  
Jennifer Browning  
Kraig Rust

## **VISUAL LANGUAGE FACILITATOR:**

Irene Failes



## **BEHAVIOUR ANALYST:**

Sarah Dosch



## **INCLUSIVE CHILDCARE PROGRAM CONSULTANTS:**

Jackie Shiosaki (Team Leader)  
Andra Aslan  
Cheryl Fralick  
Heather Maschek  
Shannon Nacey  
Daisy Sunder



## **INCLUSIVE CHILDCARE PROGRAM EDUCATORS:**

Jewelle Alaric  
Kymm Allen  
Catherine Bentley  
Cathy Hansen  
Sandra Olk  
Wynelle Powers  
Silvia Rosales  
Linda Seinen  
Leah Webster  
Valisa Kay

Mindy Hilburn  
Jacqueline Beausoleil  
Terri Boles  
Raika Jahura  
Shannon Parent  
Lynne Ramsay  
Jennifer Schlosser  
Shawna Swanson  
Erin Emde  
Carolina Markoff

# Number of Years Employed



14

**0-4 Years**



14

**5-9 Years**



9

**10-14 Years**



10

**15-19 Years**



5

**20-24 Years**



6

**25-29 Years**



3

**30+ Years**

Starbright is so very fortunate to have staff who are with us long-term. Some of our talented collective may leave to pursue higher education, follow an opportunity that takes them on a different career path, move to a different city or province, or make the decision to retire, but many remain part of the staffing complement for long periods of time. Starbright benefits from the breadth and depth of knowledge and skills that is a standout feature of the agency. It is exciting to welcome new people to Starbright, as they bring immense energy and ideas.

# Professional Development

Starbright places a high value on continued support of staff in professional development. Both courses or workshops offered in person or through online trainings, the acquisition of broader and deeper knowledge and skills has made Starbright personnel pediatric specialists. This fiscal year, Starbright staff made their individual choices of trainings to further their professional growth.



The full list of the range of professional developments is found on page 12.

As depicted in the photos, the Inclusive Childcare Educators meet as a group twice a year for professional development.

a.) *Inclusive Childcare Educators*  
(June 2023)

b.) *Inclusive Childcare Educators*  
(September 2023)



# Professional Development for 2023 - 2024



April

BC Aboriginal Childcare Society – Every Child is a Gift Conference, Cultural Safety, It’s Not What You Think, Childcare Inclusion Part 2, the Interior Region Early Years Conference, the Children’s Mental Health Conference, Building Motivation and Stress Tolerance, Connecting Families in the Age of Social Media, CMHA CARE Level 3 for Community Social Services

*Total hours of Professional Development in April 2023: 78.0 hours*

May

Child Apraxia, Barriers Transgender Employees Face at Work, Human Resources Conference and Expo, Supportive Learning in Deaf or Hard-of-Hearing Children, Incorporating Phonetical Awareness into Childhood Apraxia, Hiding in Plain Sight – Autism in Girls, Guiding the Work, Indigenous Cultural Safety and Allyship

*Total hours of Professional Development in May 2023: 44.75 hours*

Jun/Jul/Aug

Emerging Human Resources and Diversity, Equity and Inclusion Trends, Dare to Lead, Every Child Matters, Non-Violent Crisis Intervention Facilitator Training

*Total hours of Professional Development in June/July/August 2023: 56.5 hours*

Sept/Oct

Downs Syndrome Research Foundation Professional Development, FOIPPA Foundations, Autism and Neurodiversity, Connecting with the Pre-Verbal Child, Females on the Autism Spectrum, Regulation Parts One and Two, Understanding Echolalia, Explaining Autism to Parents, Joint Attention and Turn-taking in Very Young Children with Autism, Meet a Child where He or She Is, Teaching Social Games.

*Total hours of Professional Development in September/October 2023: 48.5 Hours*

Feb/Mar

Receptive Language, Imitation in Toddlers, Behaviour in the Early Years, The Foundations of Inclusive Childcare Part One, Non-Violent Crisis Intervention Training, Employer Return to Work Obligations under Bill 41, SOS Approach to Feeding, FOIPPA Foundations, Getting Started with AAC, Infant Massage Instructors Training, Orthopedic Dysfunction, Torticollis, Help a Non-Verbal Child Find His Voice, f (foundation) Words Training and Facilitation

*Total hours of Professional Development in February/March 2024: 306.5 Hours*



# Celebrations

## a) Turning Lemon into Lemonade



The water woes that Starbright has faced with its 'maturing' buildings has been extraordinary.

However, Starbright-ers know how to celebrate, so when the last leak was fixed, out came the cake!

## b) Tea & Thyme

Starbright staff felt deeply the value their colleagues and the varied interests they share outside of their focus on clients.

Two speech and language pathologists, Kraig Rust and Nicole Reck, started a "Tea & Thyme" gathering for staff who have a love of gardening. Plants and seeds were shared, as well as photos of efforts. The group treasured the brief time of sharing with each other.



### **c) Staff Gatherings**

On an evening in June one of Starbright’s IDP consultants, Karin Hesketh, hosted a staff gathering at her beautiful backyard. There was food, games, conversation, and most importantly, a feeling of being together.



## *Donors*

Our donors did not forget us. In fact, more businesses and individuals came to support Starbright, as they as community members, believed in our agency.

### **Paradigm 3D**

Paradigm 3D, owned and operated by Jeanne Ulvan, approached us with a Starbright Star campaign. They produced 3D printed stars and donated all the proceeds to Starbright! Jeanne has been making a visit to Starbright each quarter to make her donation.



## A.C.T./UCT

The members of the local chapter of A.C.T./UCT have been such strong supporters of Starbright. Their annual donation means so much to our therapists and consultants in allowing new resources, replacement of those 'worn out' or repair of items that were 'loved so much'.

*In photo, from left:  
Susan Warner, Penny Pearson, Dr.  
Rhonda Nelson (Executive Director), and  
Rick Warner.*



## The TELUS Ambassadors

December is a special time of year for Starbright families, as the TELUS Ambassadors bring a huge number of toques, mittens, scarves with them for Starbright families.

The tree gets decorated with the knitted items and with each family appointment a little client goes home with a special gift from the TELUS Ambassadors.

*In photo, from left John Moncreiff, Dr. Rhonda Nelson, and  
Marlene Moncreiff*



## ***Kindness of Neighbours***

A neighbour of Starbright donated a beautiful table and bench set that made conducting consultations with families outside so much easier but also provided staff with a 'meeting space'.

Thank you Susan and Joe Trepanier!



## ***TD Bank***

TD Bank has been such a strong supporter of Starbright. Not only have they funded value-added programs for our little clients, but on an annual basis they have dedicated a "Day of Caring" to spend doing something special for our agency that we otherwise would not be able to do.

This year it was redoing the mural that they had painted years previous. The sun had rendered their previous masterpiece almost unrecognizable so this was an opportunity to refresh.



## **Lake Country Cycle**

Lake Country Cycle contacted Starbright in June to offer brand new children's bikes to then go to client families. They were still in boxes! Twelve of them!

They were picked up and brought to Starbright and placed in a storage room. Just a week later another donor, RBC, offered a Day of Caring to put them together!



## **Royal Bank of Canada (RBC) Day of Caring**



In addition to a substantial donations, so many RBC employees came to Starbright on a Sunday to assemble the brand new bikes! Each team had one or more bikes to put together.

They all got done (with no parts left over!) and were ready for staff to offer to our clients.



## ***East Meets West Children's Foundation***

East Meets West has been such a significant contributor to Starbright. At their annual Diwali Dinner, Starbright staff was present when the announcement was made that a huge donation for therapy equipment was provided to our agency!



## ***Lexus of Kelowna***

The Lexus of Kelowna employees made a huge donation to Starbright in the fall.

These monies supported the purchase of iPads with a specialized program on it to assist some of our little clients who are non-verbal.



## ***IG Wealth Management***

IG Wealth Management made a wonderful December visit to Starbright. Their gift made the closing off of 2023 so very wonderful.

*In photo, from left: Megan Edwards, Angela Moore, and Dr. Rhonda Nelson, Executive Director*

## The Stober Foundation



Starbright received a huge gift from the Stober Foundation.

Starbright would now have a monies to employ a Board-Certified Behaviour Analyst. The largesse of the Foundation was breathtaking for Starbright staff. Families with children struggling with behaviour would receive support from a pediatric specialist.

*In photo, from left: Mieke Krus (Operations Manager with Starbright), Carolyn Stober (donor), Dr. Rhonda Nelson (Executive Director), and Keith Brewster (Stober Foundation)*

Starbright welcomed Sarah Dosch, Board-Certified Behaviour Analyst at the end of February!



## ***The Kelowna Firefighters Give the Gift of Christmas***

The magic of Christmas came to 37 families in 2023. The Kelowna firefighters, along with their colleagues in West Kelowna, Peachland, and Lake Country, delivered Christmas gifts for the children of Starbright families.

Out of the whole group of Starbright clients, 37 client names were drawn. The therapists and consultants had such a fun time letting the families know that there was something special going to happen!

So many wee Starbright clients as well as their siblings received wonderful additions to their trees for Christmas morning.

*In photo, from left: Derek Leibel, Kelowna Firefighter, and Karina Frisque, Infant Development Consultant*



## ***Families Sharing with Starbright***

Starbright's families from the past donated the most amazing group of therapy items and resources. Their children were now no longer in need of them. It was the most fabulous gift. Each item was in virtually new condition.

*Many thanks to the Smith Family,*



*and to the Morris Family!*





# Continued Advocacy

## Leader of the Opposition, Kevin Falcon



In April, Kevin Falcon, Leader of the Opposition, made a visit to Starbright accompanied by all three of the MLAs in the Central Okanagan.

As a group they toured Starbright, and met with staff, Board members, and Starbright management.

## Meeting with Minister Dean

In May of 2023, Dr. Rhonda Nelson, Executive Director, and Carol Meise, Board Chair and Association President, flew to Victoria for BCACDI meetings coupled with a meeting with Minister Dean.



## **Meeting with the Health Sciences Association (HSA)**

A month later, in June, Dr. Rhonda Nelson, Executive Director and Carol Meise, Board Chair were joined by Terri Nakayama, Human Resources Manager for Starbright, in flying to Vancouver for a meeting with the President of the Health Sciences Association (HSA) and other staff.

*In photo, from left: Terri Nakayama, HR Manager, Dr. Rhonda Nelson, Executive Director, and Carol Meise Board Chair*



## **Welcoming the President of HSA**



The meeting with HSA led to an invitation for President Kane Tse to visit Starbright. He accepted and in late summer he and other HSA personnel came for a barbecue held over lunch. All staff were present, and it took on a festive tone.





*In photo from the left, is Colin Brehaut (Senior HSA, Labour Relations), Rhonda Nelson, Executive Director, Kane Tse (HSA President), Carol Meise (Starbright Board Chair), and Michael Wisla (OH&S, HSA Labour Relations Officer)*

### **MLA Luncheon Hosted by BCACDI**

Starbright is a proud member of the British Columbia Association of Child Development and Intervention (BCACDI).

In the fall of 2023, to highlight the importance and contributions of child development centres around the province, BCACDI hosted a luncheon for MLAs to attend with the membership of the Association.

The North, South, and Central Okanagan MLAs who were present had the opportunity to talk with the Executive Directors about the issues affecting them.



*In photo, from left: Helen Armstrong (Executive Director, NONA); Mackenzie Papp, Mary Ellen Milutinovic (Executive Director, Children's Therapy & Family Resource Centre, Kamloops), Roly Russell (MLA for Boundary Similkameen), Dr. Rhonda Nelson (Executive Director, Starbright), Carol Meise (Board Chair, Starbright), Ben Stewart (MLA for Westside-Kelowna), and Heather Miller (Executive Director, OSNS).*

## ***Visit to Starbright by Minister Dean***



Minister Dean visited Starbright during the time of her visit to the Family Connection Centre in Kelowna in October of 2023.

There was an opportunity to have Minister Dean see the specialized therapy and programming rooms and speak to staff who work so closely with each other on multi-disciplinary teams.

*In photo at left, Minister Dean, speaking with Starbright Infant Development Consultant, Karina Frisque*



*In photo at right, from left: Carol Meise (Starbright Board Chair), Minister Dean, and Dr. Rhonda Nelson (Executive Director).*

## ***Visit by the New Minister of MCFD***

The office of Minister Grace Lore reached out to Starbright in January and a date was set for a visit in February. Minister Lore toured Starbright's facilities - both the centre and Starbright East, she spoke with staff who greeted her as the tour progressed.



Minister Lore also had the opportunity to interact with members of a Starbright multidisciplinary team who were meeting during the time of the tour.

*In photo, from left: Dr. Rhonda Nelson (Executive Director), Minister Lore, Carol Meise (Starbright Board Chair)*

## ***The Office of the Representative***

The Office of the Representative came again to Starbright in November to meet with both families and staff.

The Office of the Representative brought with them a spectacular blanket as a gift to the agency. It was hung in the stairwell adjacent to the Reception area. It has garnered so many appreciative comments over this fiscal year.





# *New Initiative*

## **Family Engagement Coordinator**



Betty Teigen retired from the Infant Development Team Leader position to take on the new role of Family Engagement Coordinator with Starbright.

# *Provincial Partnerships*

## **Sunny Hill Health Centre: Seating Clinic**



Sunny Hill therapists and technologists resumed their twice-yearly visits to Starbright to provide support for children and adolescents in the Central Okanagan who require their wheelchairs and standing frames adjusted to accommodate their growth. The team works out of Starbright's lower level which has three dedicated gyms, and two multi-use rooms, as well as a workshop for the technicians. The Seating Clinic is always a looked forward-to event.



## **Sunny Hill Health Centre: Augmentative Communication Team**



The Augmentative Communication Team comes to Starbright to work with clients who are non-verbal.

Starbright hosts the Assistive Technology Team (ATT) from Sunny Hill Health Centre each Spring and Fall. Starbright OTs and SLPs refer clients with severe communication and access challenges who may require assistive devices to communicate and to develop play skills.

The family, ATT team and Starbright team collaborate to plan the best solution for the child's needs. Specialized devices e.g. switch-activated toys, iPad and eye-gaze software can be lent out and used with Starbright staff guidance.

This collaboration of long-standing is a valuable specialized service much appreciated by families and the community.

*In photo, from left: Sherylin Gasilor, and Holly Plunkett*

## **BC Family Hearing Outreach**

The BC Family Hearing Outreach program offers the services of a Speech-Language Pathologist (SLP) who visits Starbright to assist deaf and hard of hearing children and their families. This SLP offers guidance and educational resources to daycare centers, preschools, and families with children experiencing hearing difficulties. Additionally, they collaborate with Starbright to facilitate programs such as "Look Who's Listening."

*In photo, Amanda Lemay from BC Family Hearing*



# Linkages with Post Secondary

## **Okanagan College Early Childhood Education Program**

Each year, Starbright also has the pleasure of welcoming the students who are in the Early Childhood Education Program with Okanagan College. This is one of the credentials that candidates need to be hired into Starbright's Inclusive Childcare Program. These students bring a fresh energy and excitement with them.



## **University of British Columbia Okanagan (UBCO)**



Starbright therapists have hosted Kinesiology students for their practicum. They enjoy the up-close perspective on how therapies work with very young children.

*In photo, from left, Suzanne Lauzon, Team Lead of Occupational Therapy with Starbright, and Kinesiology student Seun Ankinoye.*



## **Sprott Shaw Licensed Practical Nursing Program**



Having the Licensed Practical Nursing students come to Starbright is always an affirming event.

Over the years, these students have become very aware of Starbright's important role in the community. Their future career in support of those who require assistance is vital.

*This group of students at right visited in the spring and the group of students on the left visited in the fall.*



## **University of British Columbia, Faculty of Medicine**



*In photo: Sophie Jansen (left) Lindsay Penner (right)  
(Year 3 Medical Students)*

Starbright has been privileged to be part of the pediatrics rotation for residents and for 3rd year medical students for the past few years.

These students who will be doctors of the future have the opportunity with Starbright to meet Starbright families and sit in on a therapy or programming session with their children.

# The Community

## Local Events



### **The International Day of Child**

Two of Starbright's Infant Development Consultants were present for the community information session. Families were able to gather information on services provided in the region.

*In photo from left: Karina Frisque, and Karen Hartley*



### **School District 23**

#### **Early Learning for Families (ELFF) Event**

Betty Teigen, Starbright's Family Engagement Coordinator, represented the agency at the School District 23 Early Learning for Families (ELFF) event.



### **Appreciation**

It is always so heartening for staff to receive a gift of appreciation from families whose child or children have moved on from Starbright into the school district. Over this fiscal the show of appreciation was very pronounced. After the previous year of uncertainty, all such gestures were so appreciated.

## *The Fires That Came in August and Stayed into September*



The summer was hot, and in late August fires began. It was a frightening time.

All Starbright staff were accounted for and no staff lost their homes. Four staff were evacuated and majority of staff were on alert.

It would be some time until we learned what devastation or displacement was suffered by some of our families.

## *In Gratitude*



Starbright has been through a difficult but ultimately uplifting journey, one that required resilience and community support.

We extend heartfelt acknowledgement to those who stood by us and we hope this Annual Report is a touching tribute to the collective effort that helped our organization through challenging times.

It's a testament to the strength of unity and the importance of community in overcoming adversity.

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## Starbright Children's Development Centre Association

### Statement of Financial Position

March 31	2024	2023
<b>Assets</b>		
Current		
Cash and cash equivalents	\$ 978,856	\$ 523,611
Receivables	63,464	410,265
Prepaid expenses	294	294
	1,042,614	934,170
Tangible capital assets	2,045,354	1,960,781
	\$ 3,087,968	\$ 2,894,951
<b>Liabilities</b>		
Current		
Payables and accruals	\$ 524,402	\$ 637,558
Deferred revenue	530,345	274,838
Current portion of capital lease obligation	10,533	10,434
Current portion of long-term debt	21,883	25,952
	1,087,163	948,782
Capital lease obligation	-	10,500
Deferred capital contributions	160,770	115,110
Long-term debt	805,395	823,673
	2,053,328	1,898,065
<b>Net assets</b>	1,034,640	996,886
	\$ 3,087,968	\$ 2,894,951

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# Starbright Children's Development Centre Association

## Statement of Operations and Changes in Net Assets

Year ended March 31

2024

2023

### Revenue

Government contracts	5,017,476	\$ 4,883,640
Donations – general	13,158	40,553
Donations – specified programs	128	25,211
Gaming	-	23,509
Other fees	2,488	11,683
Interest	3,487	2,363
Central Okanagan Foundation endowment interest	4,998	5,035
Amortization of deferred capital contributions	26,836	26,836
Rental income	108,849	94,232
	<b>5,177,420</b>	<b>5,113,062</b>

### Expenses

Amortization	62,856	187,589
Board and executive director expenses	20,123	8,809
Contract professional and support services	73,018	70,953
Fundraising and public relations	74,453	7,997
Insurance	48,127	38,634
Interest and bank charges	51,692	44,573
Leases	19,197	11,244
Loss on disposal of tangible capital assets	11,824	-
Maintenance, equipment and building	199,894	209,385
Professional fees	38,483	34,257
Program supplies	100,036	74,346
Program travel	20,182	15,522
Salaries and benefits	4,215,543	4,227,418
Technical support	73,008	71,855
Telephone	30,770	18,326
Training and development	38,154	34,101
Utilities and taxes	62,306	57,588
	<b>5,139,666</b>	<b>5,112,597</b>

### Net revenue for year

	<b>37,754</b>	<b>465</b>
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Net assets, beginning of year, as previously stated

	845,563	996,421
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Change due to prior period error

	151,323	-
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Net assets, beginning of year, as restated

	996,886	996,421
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Net revenue for year

	37,754	465
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**Net assets, end of year**

	<b>\$ 1,034,640</b>	<b>\$ 996,886</b>
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# Contact Us



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250-763-5100



250-862-8433



Registered Charity Tax Identification ID:  
10779 3424 RR0001

*We support the growth and development of children with exceptional developmental needs through early intervention services and empower their families through information and education to meet the immediate, transitional, and long-term needs of their child.*

