

2024 - 2025

Annual Report



"Every Child Shines" 



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Continuing to Believe, Continuing to Serve.



For nearly 60 years, our Starbright Children's Development Centre has stood as a pillar of hope, compassion, and unwavering belief in the potential of every child. Nestled in the heart of the interior British Columbia in the Central Okanagan, we have walked alongside families through their most tender and formative years—offering expert care, early intervention, and a community of support for babies, toddlers, and preschoolers.

Even as we faced uncertainty in provincial funding in this fiscal year, our commitment has never wavered. We continued to believe in ourselves, in each other, and—most importantly—in the children and families we serve. Our team of dedicated therapists and consultants, as well as our program support personnel and caretaker – remained steadfast. Together we focused our efforts on ensuring that every child receives the best possible start in life.

This year, we celebrate not just our legacy, but our spirit and strength. We are more than a service provider—we are a lifeline, a partner, and we entered our new fiscal year with a promise that no matter the challenges, we will always show up with heart, with hope, and with the highest standard of care.

Together, we moved forward in 2024-25. Together, we believed.



Our Board Chair



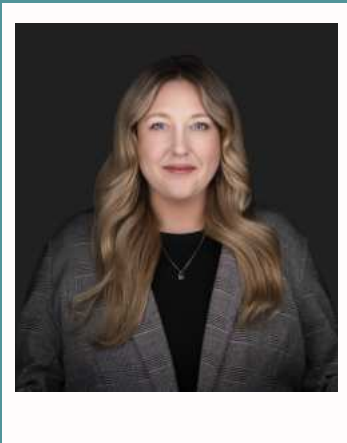
As Board Chair, I am filled with deep gratitude for the extraordinary people who make our mission possible. Our volunteer board members have given generously of their time, wisdom, and heart—guiding us with integrity and vision. To our dedicated staff, whose tireless efforts and unwavering commitment continue to inspire, thank you for being the backbone of our organization. And to the community that surrounds us with support, encouragement, and belief in our work—you are the reason we thrive. This year's successes are not ours alone; they are a reflection of the collective spirit that lifts us higher every day. We are especially moved by the families who have so openly shared their stories with us—their courage and vulnerability deepen our understanding and strengthen our resolve. And it is their children, with their resilience, joy, and boundless potential, who inspire us to dream bigger and do more.

Carol Meise

Starbright Children's Development Centre Board Chair



Our Treasurer



As the Treasurer of Starbright, I am filled with deep gratitude for the families who trust us, the staff who pour their hearts into their work, and the supporters who sustain and fund our mission.

This past year has reinforced the importance of strong financial stewardship in delivering the essential therapies and programming our children that utilize our services rely on. Every dollar entrusted to us is a step toward a brighter future for the little ones we serve, and we take that responsibility seriously.

We continue to operate with a focus on long-term sustainability and efficiency, ensuring that resources go where they matter most; into the hands of our talented team and toward the development of each child's potential.

As we look ahead to the future, we do so with gratitude for our dedicated staff, the families who rely on us, and the broader community that embraces Starbright as a pillar of support in the region we serve.

Madison Atwood

Starbright Children's Development Centre Board Treasurer



Our Executive Director



As we reflect on the past year, I am filled with deep gratitude and admiration for the incredible people who make our mission possible.

To our dedicated staff—you are the heart of our Centre. Your unwavering commitment to the children and families we serve, even in times of uncertainty, has been nothing short of inspiring. You have shown resilience, compassion, and excellence in every moment, and I am profoundly thankful for your steadfastness.

To our Board of Directors—thank you for your guidance, your vision, and your belief in our work. Your leadership has been a steady compass, helping us navigate challenges while staying true to our values and purpose.

To our community and provincial partners—your collaboration has strengthened the circle of care around our little clients. Together, we've deepened our impact, ensuring that families receive the comprehensive, wraparound support they need and deserve. We are stronger because we stand together.

And to our loyal donors—your generosity is a powerful reminder that we are not alone in this journey. Your support fuels our programs, uplifts our team, and brings hope to countless families. Thank you for believing in us and in the potential of every child.

As we look ahead, we do so with renewed purpose and a shared belief in what we can achieve—together. Thank you for being part of this extraordinary community.

With heartfelt appreciation,

Dr. Rhonda Nelson

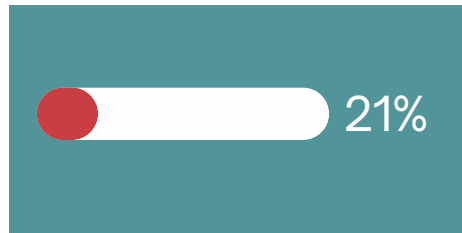
Starbright Children's Development Centre's Executive Director



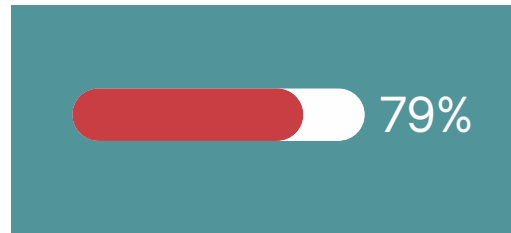
Summary of Our Service Year

Our Statistics

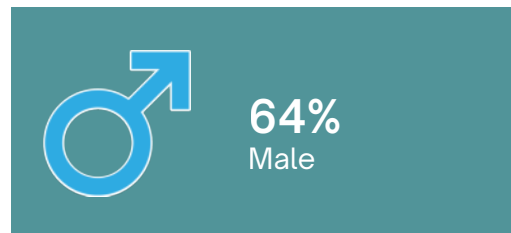
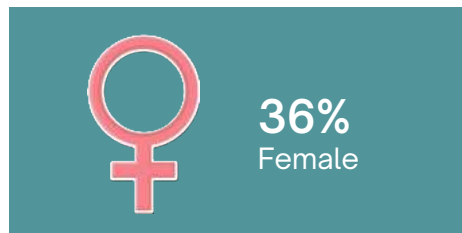
Single Service Clients



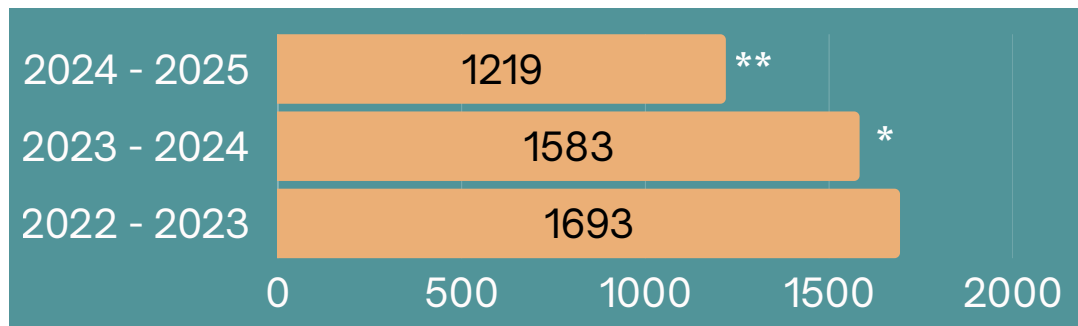
Multiple-Service Clients



Gender at Birth:



Total Number of Clients Served:

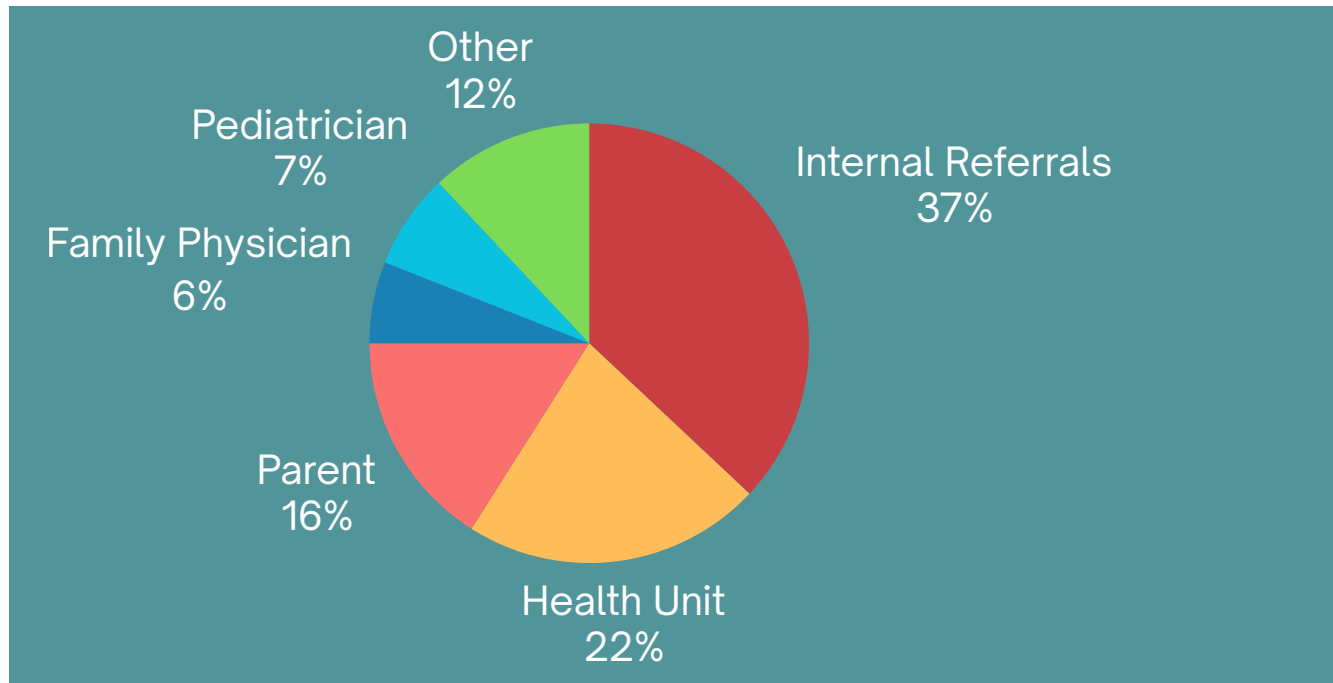


*With the beginning of the Family Connection Centre, and its official opening in October 2023, Starbright began to share referrals for children under the age of 5

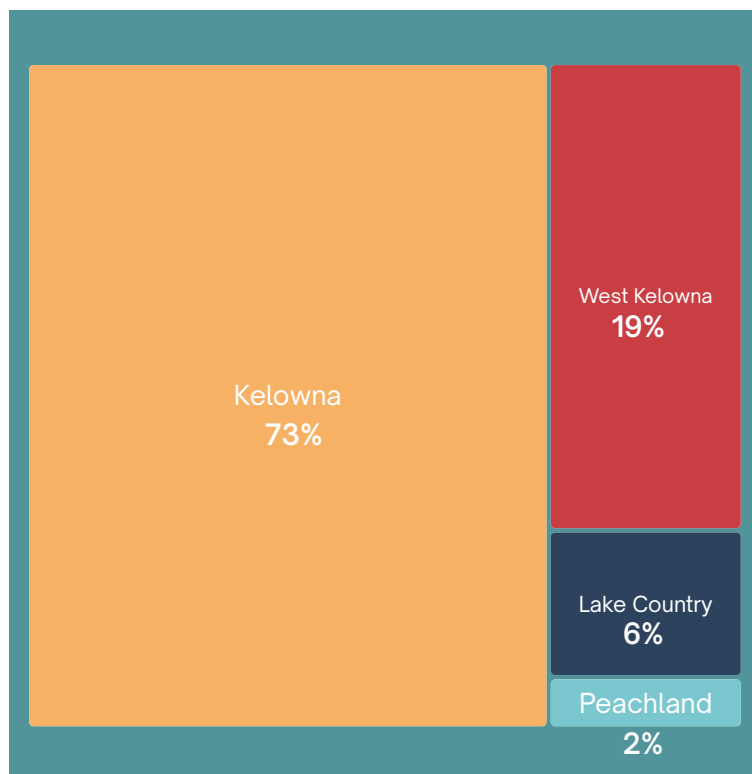
**The Family Connection Centre was now a partner in providing services to children under the age of 5.



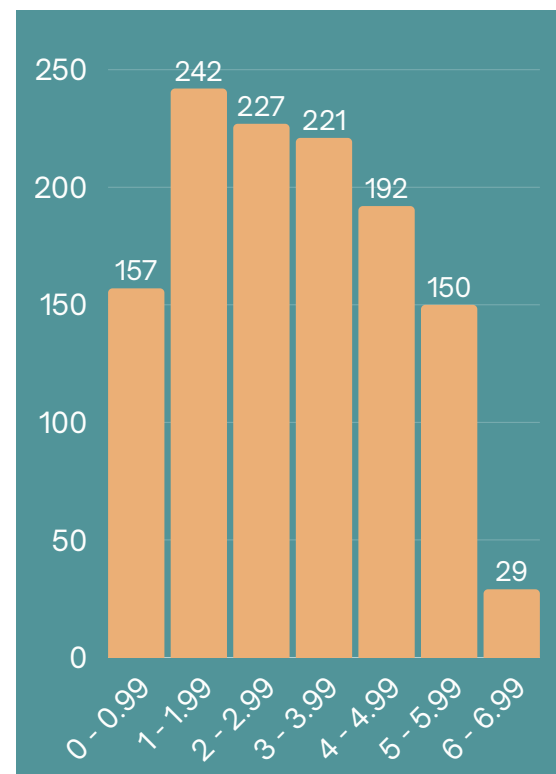
Referral Sources:



Regions:



Ages of Clients Served:





Welcoming Previous Clients Back

One of the most heartwarming moments at Starbright is when former clients return to visit—bringing with them stories of growth, resilience, and bright futures. These visits remind us of the lasting impact of early intervention and the deep connections formed within our walls. This year, we were especially touched to welcome back Samuel Henderson (with his mother, Carmine Buhler), a former client who was now a post-secondary student in Lethbridge, Alberta, pursuing a degree in human justice. Seeing Samuel walk through our doors again—this time as a confident young adult—was a beautiful full-circle moment for our team. His visit was not only a celebration of his journey, but also a powerful affirmation of the work we do every day.



In photo from left: Samuel Henderson and Carmine Buhler

Partnering with Families



This year, our Infant Development Program consultants went above and beyond to support their client families at home by creating beautifully curated activity bags, each designed to spark learning and connection through play. The bags featured three engaging themes: infant exploratory, imaginative play, and sensory play. Each one included a helpful card with simple activity ideas and suggested language to enhance the child's experience and support early development. These thoughtful resources empowered parents to feel confident and connected in their role, turning everyday moments into meaningful opportunities for growth and bonding.



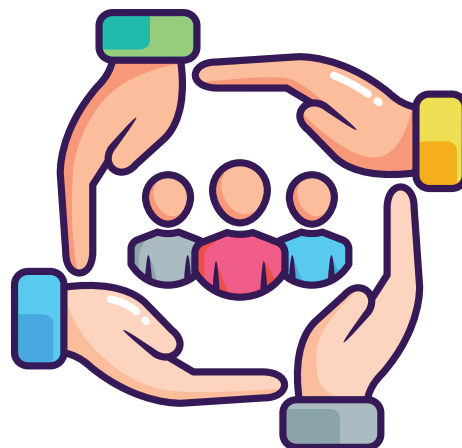
Our Staff: The Heartbeat of Our Agency



As we close another fiscal year at Starbright, it is with deepest gratitude to each and every one of our staff that presented within this annual report are their accomplishments, their deep connections with each other, and their support of their clients. They are the heartbeat of our agency—the steady, compassionate, and skilled hands that make our mission come alive every single day. Through every challenge and triumph, they have shown up with unwavering dedication, empathy, and excellence.

Their work changes lives. It brings comfort to families, joy to little ones, and hope to futures that are just beginning to unfold. Whether they are supporting a child's first steps, guiding a family through uncertainty, or simply offering a warm smile in the hallway, their impact is profound and lasting.

They deserve such credit for their resilience, their teamwork, and their belief in what we do. Starbright shines because of its staff.





2024 - 2025 Staff:

Management:

Rhonda Nelson, *Executive Director*
Terri Nakayama, *Human Resources Manager*
Lori Hamilton, *Finance Controller (contracted)*



Program Support:

Diana Becker
Jessie Farrell
Rebecca Smith
Nikki Valgardson



Caretaker:

Kathleen Langton



Family Engagement Support:

Betty Teigen



Board Certified Behaviour Analyst:

Sarah Dosch



Clinical Counsellor:

Heather Pattison



Occupational Therapy:

Suzanne Lauzon, *Team Leader*
Catherine Brandon
Andrea Deen
Jaclyn Despina
Cindy Granek
Meaghan Jarrett, *Occupational Therapy Assistant*
Katie Johnston
Diana Kriel





2024 - 2025 Staff:

Speech and Language:

Kathleen O'Connell, *Team Leader*
Jennifer Browning
Lauren Carruthers
Irene Failes, *Visual Language Facilitator*
Diane Gretzinger
Elaheh (Elly) Keshavarz, *Speech Assistant*
Nicole Reck
Deni Skutshek



Physical Therapy:

Carol Peter, *Team Leader*
Lanna Brydges
Jessica Kay
Tracey White



Infant Development:

Karin Hesketh, *Team Leader*
Shani Fehr
Karina Frisque
Karen Hartley
Anke Purnell



Inclusive Childcare Consultants:

Jackie Shiosaki, *Team Leader*
Andra Aslan
Cheryl Fralick
Heather Maschek
Shannon Nacey
Daisy Sunder



Inclusive Childcare Educators:

Jewelle Alaric, Kymm Allen, Jacqueline Beausoleil, Terri Boles, Cathy Hansen, Mindy Hilburn, Raika Jahura, Alyssa Jensen, Valisa Kay, Carolina Markoff, Aimee Miller, Sandra Olk, Shannon Parrent, Wynelle Powers, Lynne Ramsay, Silvia Rosales, Jennifer Schlosser, Linda Seinen, Shawna Swanson and Leah Webster.



New Staff:



Meaghan Jarrett
Occupational Therapy Assistant



Elly Keshavarz
Speech-Language Assistant



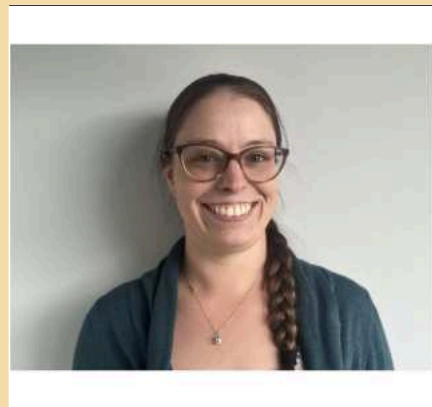
Nikki Valgardson
Reception Coordinator



Jaclyn Despins
Occupational Therapist



Alyssa Jensen
Inclusive Childcare Educator



Aimee Miller
Inclusive Childcare Educator



Farewell to Staff:



In photo from left: Andra Aslan, Starbright Inclusive Childcare Consultant, Jewelle Alaric, Past Starbright Inclusive Childcare Educator, Heather Maschek, Starbright Inclusive Childcare Consultant, Shannon Nacey, Starbright Inclusive Childcare Consultant, Jackie Shiosaki, Starbright Inclusive Childcare Consultant

To the staff members who have moved on from Starbright this year to pursue new employment opportunities or post-secondary studies—thank you. Your time with us left a meaningful mark, not only on the children and families you supported, but also on your colleagues and the spirit of our Centre. Though you may no longer walk our halls or work within the community on Starbright's behalf, you will always be part of the Starbright family. We wish you every success, joy, and fulfillment in the journeys ahead.

Systemic Training:

Team Leaders and Management: Crucial Conversations



This year, our management and team leaders dedicated eight weeks to completing the Crucial Conversations course offered by Crucial Learning—a powerful investment in both personal growth and team cohesion. Through this journey, we strengthened our communication skills, deepened our understanding of one another, and built greater confidence in navigating difficult conversations with clarity and compassion. The experience not only enhanced our leadership toolkit, but also brought us closer together as a team, reinforcing the trust and collaboration that are at the heart of Starbright.



***Inclusive Childcare Program Educators and Centre-based Staff: CALM Training
Presented by the Fraser Valley Child Development Association***



In the 10 module program, children will learn about their energy states, emotions, problem solving strategies, impulse control, kindness, empathy and more. Melvin and friends engage with children in songs, games, stories and activities to learn and practice the skills that can help them cope with the stressors in their lives.

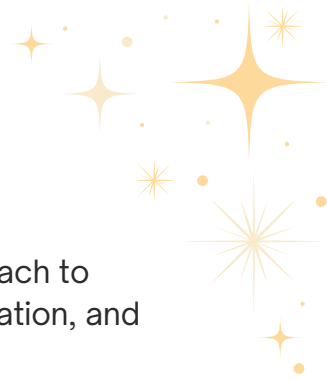


This year, our staff had the valuable opportunity to participate in CALM curriculum training, generously presented by one of our sister child development centres. The CALM approach—centered on creating consistent, supportive environments for children—offered practical strategies for managing challenging behaviours with empathy and structure. The training was both insightful and empowering, equipping our team with tools to enhance emotional regulation and resilience in the children we support. It was also a meaningful time of connection and shared learning with our colleagues across the sector, reinforcing our collective commitment to compassionate, child-centered care.

***Management, Program Support, Team Leaders:
Level Up AI Conference***



This year, a representative from each department, along with members of our management team and our Executive Assistant and Communications Coordinator, had the exciting opportunity to attend a conference focused on Artificial Intelligence and its potential in the nonprofit and service sectors. It was an eye-opening experience that sparked curiosity, creativity, and meaningful conversations about how AI could support and streamline our workflows. From improving administrative efficiency to enhancing service delivery, the possibilities felt both inspiring and empowering. Most importantly, it was a wonderful chance to learn and grow together as a team, united by a shared vision for innovation and excellence at Starbright.



AEIOU

Presented by Nina Ayd Johanson Food Smart Kids, LLC

Six participants from Occupational Therapy examined the integrated approach to pediatric feeding, using the **A**cceptance, **E**xposure, **I**ndependence, **O**bservation, and **U**nderstanding framework.

The Science and Art of Infant and Family Sleep

Presented by Greer Kirshenbaum, PhD, Sponsored by



Nine participants from Occupational Therapy and Infant Development participated in this course that covered understanding brain development from birth to three and ways to optimize infant sleep

Meeting the Needs of Deaf and Hard of Hearing Children: An adapted presentation

Twenty-five participants from the Inclusive Childcare Program participated in this presentation provided by the BC Family Hearing Resource Society through Facilitator: Amanda Lemay, SLP.

Participants reviewed ways to support and include children who are Deaf or Hard of Hearing.

The F-Words for Child Development

Delivered through the CanChild Centre for Childhood Disability Research



Thirty-eight participants from Speech-Language, Occupational Therapy, Physical Therapy, Program Support, Counselling, Behaviour, Infant Development, and Inclusive Childcare successfully completed this training online or in person



Aansaamb aen kiskayhtaamaahk - Learning Together, a 6-hour cultural presentation
by Colleen Jacyna and Katie Ball from Métis Nation BC

Twenty-five participants from Inclusive Childcare attended a full-day in-person presentation on the Métis Nation Early Learning and Childcare Framework, learning principles, goals, priorities, and strategies.

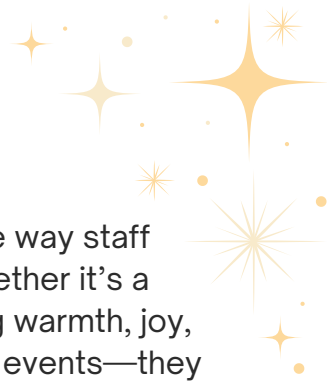


Nonviolent Crisis Intervention®,
Crisis Intervention Institute

Certified Instructor Karina Frisque trained eight participants from Infant Development, Inclusive Childcare, Occupational Therapy and Visual Language in strategies to use to minimize physical interventions, understand what is behind the behaviour, and how to address the needs of the individual.

Other Department-Specific Professional-Development from 2024-2025:

Mental Health, Suicide, and Autism, ACT's 2024 Focus on Research Conference / Immigration Law Updates / Autism and Neurodiversity in Childcare / AEPS® Training / Accommodation Updates / Infant Massage Certificate / Infant Toddler Assessment Training / Treating Child Apraxia / Métis Early Years Conference / Executive Functioning Skills / Introducing Structured Teaching – Teach Me to Talk / Ankyloglossia (Tongue-Tie) in Infants / The Foundations of Inclusive Childcare Part 1 and 2 / Behaviour in the Early Years / FOIPPA Foundations Training / Alternates to Traditional Workplace Investigations / Interior Legal Symposium / CPHR Conference / Food Selectivity / Phishing 101 / Pediatric Yoga and Self-Regulation / Play for Toddlers and Preschoolers / Stages of Play for Toddlers / Not in My City / No Drama / What's Love Got to Do with It / Exploratory Play / Non-Functional Play / Stages of Play for Toddlers and Preschoolers with Language Delays / Supporting One, Supporting All / Advancing Equitable Learning Opportunities / Creating a Play Space / Excel and Project Management / JOSH Committee / Every Child, Every Day, Early Years Conference / Beginning Functional Play / Early Symbolic Play / FASD Training Event / Expanding Play Routines / Early Role Playing and Pretending / Infant Positioning Strategies / Postural Development and Very Low Tone / Autism and Neurodiversity in Early Childhood / Diversity and Inclusion / Regulation in Children / Sensory Process and Emotional Regulation / Human Trafficking / Congenital Diastasis Rectus Abdominis Completion / Treatment Possibilities for Children with CDRA / Enhanced Choice for Dangerous Behaviour / Increasing Safety, Dignity, and Joy Across the Day: Universal Protocols / Assessment and Intervention Tools for Dyspraxia and Postural Disorders / W-Sitting Controversy / Supporting Newcomer Children and Families / Coaching Families of Young Children with ASD Using Early Social Intervention / Treatment Possibilities for Children with CDRA / National Episodic Disabilities / Co-Elevation with Parents / Cerebral Palsy / Pediatric Trunk Posture / TMR-Tots Level 1 / The Power of Habit / An Early Intervention Model for Children with Autism: JASPER core domains, evidence, and implementation/ Meaningful Speech Masterclass / Supervising SLPs: Let the Collaboration Begin! / Improving Spoken Language for Spoken Success / Language Essentials for Structured Literacy Success / Conversations on Treating R Errors / Intentional Communication and Early Language Development: Semantic Categories Expressed Across Languages/ Cranial Nerve Examination for the SLP / Conversations on Echolalia / Conversations on Echolalia / Feeding and Swallowing Assessment Considerations for Infants and Toddlers / Treatment of Childhood Apraxia Speech / ADHD and Language/ Self-Talk to Support Executive Functioning in Children with Language Disorders / Nine Building Blocks of Clinical Education and Supervision



Celebrations

At Starbright, one of the most beautiful reflections of our team's spirit is the way staff come together to celebrate one another and the moments that matter. Whether it's a birthday, a milestone, a farewell, or simply a shared success, our staff bring warmth, joy, and genuine care to every occasion. These celebrations are more than just events—they are expressions of the deep respect, friendship, and community that make our workplace feel like family.



Staff Baby Shower

Jenn Browning,
Starbright Speech Therapist



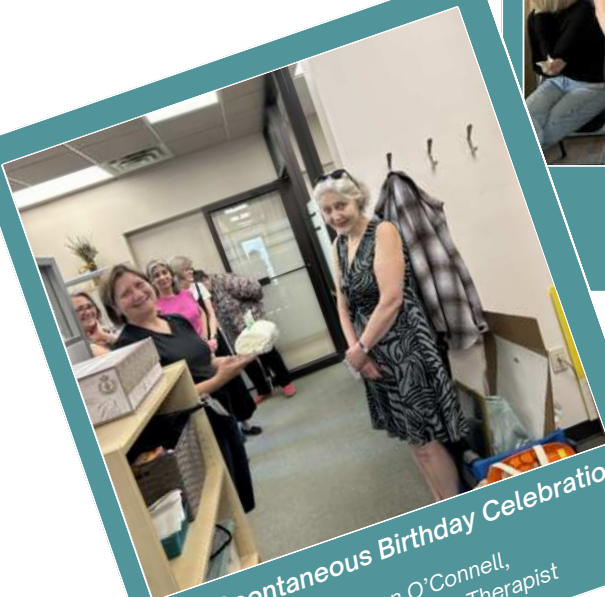
Staff Moves to Kamloops

Diana Becker,
Starbright Services and Outcomes Coordinator



**Staff
Baby Shower**

Katie Johnston, Starbright
Occupational Therapist



Staff Spontaneous Birthday Celebrations

Kathleen O'Connell,
Starbright Speech Therapist



Staff Member's Wedding Celebration

Nicole Reck,
Starbright Speech Therapist



Staff Annual September Picnic



Staff Hallowe'en Fun



Human Resources



This fiscal year was a year of growth and development at Starbright. The Inclusive Childcare Program expanded by two additional Early Childhood Educator staff members and Program Support added an additional administrative staff person to meet the growing demands of the agency. The Occupational Therapy department welcomed the addition of one new fulltime therapist as well as a part-time occupational therapy assistant while the speech language department welcomed the addition of a fulltime speech assistant.

There were two medical leaves, one in physiotherapy and one in the inclusive childcare department. Both the occupational therapy and speech department welcomed new family additions to the two staff on maternity leave.

With only one person leaving Starbright to pursue a career on Vancouver Island, the 2024-2025 fiscal year was a year characterized by additions that further enhanced the quality of services provided by Starbright Children's Development Centre.





Community Connections

Treasuring our Partnerships

At Starbright, we are deeply grateful for the strong provincial and regional community connections that enrich and sustain our work. These partnerships form an essential, interdependent network of support—one that ensures children and families receive the most comprehensive, coordinated care possible. Whether through shared training opportunities, collaborative service planning, or mutual advocacy, our relationships with fellow service providers, health authorities, and community organizations strengthen the fabric of care across our region. Together, we are not just delivering services—we are building a community where every child has the opportunity to thrive.





East Meets West Children's Foundation: Diwali Dinner



In photo from left: Rhonda Nelson, Starbright Executive Director, Karin Hesketh, Starbright Infant Development Consultant, Irene Failes, Starbright Visual Language Facilitator, Betty Teigen, Starbright Family Engagement Coordinator



We are deeply grateful for the enduring support of the East Meets West Children's Foundation, whose generosity has made a lasting impact on the lives of the children and families we serve. As a significant supporter of Starbright for many years, the Foundation's commitment to early childhood development has helped us expand our local reach, enhance our programs, and respond to the evolving needs of our community.

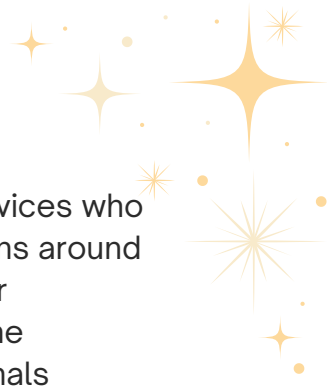
Their partnership is a shining example of how compassion and collaboration can create meaningful, lasting change. We are honoured to walk alongside them in our shared mission to nurture brighter futures for every child, and attend their Diwali Dinner each year.

School District 23 and ELFF:



In photo: Rebecca Smith, Starbright Administration Coordinator

Our decades-long partnership with School District 23 has been a cornerstone in supporting smooth and successful transitions for our little clients as they move from early intervention into the school system. Together, we've developed a thoughtful and collaborative kindergarten transition process that has been so very successful over many years and honours each child's unique strengths and needs. We are also proud to participate in the District's ELFF (Early Learning for Families) events, which offer meaningful opportunities to connect with families and support early learning in the broader community. We are truly grateful for this enduring connection and the shared commitment to nurturing every child's journey into education.



Provider Collaboration: Facilitating Parent Professional Partnerships

We are deeply thankful for the community providers of complementary services who came alongside Starbright to support our families in a morning of discussions around parent-professional partnerships in meaningful and empowering ways. Their collaboration with our own staff played a vital role in helping parents gain the confidence to engage in strong, respectful partnerships with the professionals supporting their child's early development. By working together, we are able to create a more connected and compassionate network of care—one that uplifts families and ensures they never feel alone on their journey.



In photo from left: Jillian Baldwin, Betty Teigen, Liza Burgess, Suzanne Lauzon, Lisa Watson, Deni Skutshek, Sandra Kahl, Misty-Rae Edwards, Jackie Shiosaki

AIDP and IDP



In photo from left: Starbright Infant Development Consultants, Shani Fehr, Karin Hesketh, Anke Purnell, Cindy Wiebe, AIDP, and Karen Hartley, Starbright Infant Development Consultant

At Starbright, we are incredibly proud of our Infant Development Consultants, whose dedication and expertise provide essential support to families with children under the age of three. Their work is rooted in compassion, knowledge, and a deep commitment to early development. This year, they continued to grow in their practice by working collaboratively with a new Aboriginal Infant Development colleague, fostering greater cultural understanding and enhancing the effectiveness of their support. Together, they are building stronger, more inclusive relationships with families—ensuring every child's early journey is met with respect, care, and connection.



Julia's Junction Opening



*In photo from left:
Cindy Granek, Starbright Occupational Therapist,
Jessie Farrell, Starbright Executive Assistant,
Deni Skutshek, Starbright Speech Therapist*

Our agency was honoured to be invited to the opening of Julia's Junction, a beautiful new inclusive playground that celebrates accessibility, community, and the joy of play for every child. Starbright staff were proud to be part of the festivities, offering fun and engaging activities for children in support of this inspiring initiative. It was a heartwarming day filled with laughter, connection, and a shared commitment to creating spaces where all children can thrive and belong.

Main Mom Event



*In photo from left:
Terri Nakayama, Starbright Human Resources Manager,
Rhonda Nelson, Starbright Executive Director*



*In photo from left:
Rhonda Nelson, Starbright Executive Director,
Tracey White, Starbright Physiotherapist*

We were truly gratified to be invited as a displayer at the Main Mom Event, a vibrant gathering that celebrates and supports mothers and families in our community. It was a wonderful opportunity to connect with parents, share information about our services, and engage with families in a welcoming and joyful environment. We welcomed visitors to our table to enter a draw for gift boxes from Beloved and Bespoke. Being part of this event allowed us to further our mission of supporting early development while strengthening our ties within the community we're so proud to serve.



Main Mom Event Winners



In photos: Jessie Farrell, Starbright Executive Assistant; Kabir; Chriscelle; Anke Purnell, Starbright Infant Development Consultant; and Alyssa.

National Child Day

NATIONAL 
CHILD DAY
#EveryChildEveryRight



In photo from left: Shani Fehr, Starbright Infant Development Consultant and Anke Purnell, Starbright Infant Development Consultant



ICP Childcare Provider Evening



In photo from left: Charity Kocevar, Devin Gray, Jenny Atkin, Tabettha Waluga, Shannon Nacey, Heather Maschek, Wendy Jaenicke, Lauren Jaenicke, Maaike Dijkstra, Patty Buckberry, Cheryl Fralick

Infant Massage



In photo Shani Fehr, Starbright Infant Development Consultant



Visits by Other Child Development Centre Executive Directors:

We were truly honoured to welcome the Executive Directors from two of our sister Child Development Centres for visits to Starbright this year. Their time spent with our Executive Director was filled with thoughtful conversation, shared insights, and a mutual appreciation for the work we all do in support of children and families. These visits were deeply gratifying, reminding us of the strength and solidarity within our sector. It was a joy to exchange ideas, celebrate our shared values, and continue building the collaborative spirit that uplifts all of our agencies.



Post-Secondary Linkages

Starbright is proud to foster a strong and supportive relationship with post-secondary students who are exploring careers in early childhood development and related fields. Whether through brief site visits, immersive day-long experiences, or extended practicums, we are honoured to play a role in their learning journey. These opportunities not only allow students to gain valuable hands-on experience, but also bring fresh perspectives and energy to our team. We are grateful for the chance to mentor future professionals and to contribute to the growth of a compassionate, skilled workforce dedicated to supporting children and families.



FACULTY OF MEDICINE



OKANAGAN



THE UNIVERSITY
OF BRITISH COLUMBIA
School of Nursing





University of British Columbia Faculty of Medicine



Taigan Radomske



Rachel Giddings



Noah Marini



Cody Berends



Tyler Woloshyn

University of British Columbia Okanagan



In photo from left: Diana Kriel, Starbright Occupational Therapist, Meaghan Jarrett, Catherine Brandon, Starbright Occupational Therapist



In photo from left: Jennifer Browning, Starbright Speech Therapist, Olivia Johnson, Kathleen O'Connell, Starbright Speech Therapist



Sprott Shaw College:



Spring 2024



Fall 2024

Okanagan College ECE Students





Sunny Hill Health Centre



For decades, Starbright has been privileged to partner with Sunny Hill Health Centre in delivering vital outreach services to children and youth across the Central Okanagan. Twice each year, a dedicated team of occupational therapists and engineering technicians from Sunny Hill visits our Centre to provide individualized assessments and adjustments for wheelchairs, standing frames, and other postural supports.



This incredible service ensures that not only our own little clients, but all children and youth in the region, receive the specialized care they need to move, grow, and thrive. During these visits, our entire lower level is transformed into a welcoming hub of support and expertise—a testament to the power of collaboration and the shared commitment to accessibility and inclusion.

BC Family Hearing

We are deeply grateful for our transformative partnership with BC Family Hearing Outreach, a collaboration that has opened doors to inclusive learning opportunities for our children who are deaf or hearing impaired. Through this vital alliance, we have been able to provide specialized support services, access to expert resources, and tailored programming that ensures every child in our care can reach their fullest potential. The dedicated professionals from BC Family Hearing Society work seamlessly alongside our team, bringing invaluable expertise in deaf and hard-of-hearing education while sharing our commitment to creating an environment where all children can thrive. This partnership exemplifies the power of community collaboration, demonstrating how working together with shared purpose can break down barriers and create meaningful pathways to success for the children and families we serve.



*In photo: Amanda Lemay,
BC Family Hearing*



Our Donors



We are incredibly grateful to the individuals, businesses, and foundations whose generosity helps bring our vision to life. Their support allows us to replace and purchase essential equipment, launch new initiatives, and provide meaningful, value-added experiences for the little clients and families we serve. These contributions go far beyond dollars—they represent belief in our mission, trust in our work, and a shared commitment to giving every child the best possible start. Thanks to this generosity, we are able to grow, adapt, and continue delivering the high-quality care our community deserves.





Comedy Night



Dakoda's Comedy Night has become a much-anticipated highlight for our agency, and we are so grateful for their continued support over the past three years. This lively event not only brings laughter and joy to our community, but also raises vital funds that help us continue our work with children and families. The generosity and spirit of everyone involved—from the organizers to the performers and attendees—mean so much to us. We're honoured to be part of such a fun and meaningful tradition that brings people together for a great cause.

The Stober Foundation



This year, Starbright once again received what can only be described now as an ongoing miracle, thanks to the extraordinary generosity of the Stober Foundation. Their donation made it possible for us to hire a Board-Certified Behaviour Analyst—an invaluable addition to our team—who now supports families with young children whose behaviours are challenging and disruptive to home life. This specialized support has brought relief, guidance, and hope to families who need it most. We are eternally grateful to the Stober Foundation for their vision, compassion, and unwavering commitment to making a difference in our community. Their impact is profound, and their kindness will be felt for years to come.



Paradigm 3D



In photo: Paradigm 3D Owners, Jeanne Ulvan and Chad McDougald



In photo: Rhonda Nelson, Starbright Executive Director and Jeanne Ulvan

In April 2023, Starbright was deeply touched when Jeanne Ulvan, the owner of Paradigm 3D, approached us with a heartfelt desire to give back—despite not having a personal connection to our services. From that first meeting, a beautiful partnership was born. Every quarter since, Jeanne, sometimes joined by her husband, Chad McDougald, has visited Starbright to present the proceeds from the Stars for Starbright campaign—a creative initiative where Paradigm 3D sells 3D-printed articulating star toys, with all proceeds donated to our agency. Jeanne’s generosity, vision, and community spirit have brought both joy and meaningful support to our work, and we are truly grateful for this shining example of kindness in action.



Sharry Mann Concert

We were thrilled and deeply grateful to be chosen as a beneficiary of a remarkable concert hosted by Sandhu Events Ltd., featuring the talented performer Sharry Mann. The evening was filled with laughter, lively conversation, and unforgettable music—an event that brought the community together in the best of ways. A portion of the proceeds was generously donated to Starbright, and we are so thankful to this incredible promotion company for thinking of us. Their support not only uplifted our spirits but also helped us continue our work with children and families in meaningful ways.





TD Bank

For over ten years, TD Bank has been a steadfast and generous supporter of Starbright, contributing not only through financial donations but also through their hands-on Days of Caring. This incredible partnership began with a phone call from James High, then-manager of the Dilworth Branch, and has since blossomed into a relationship that has enriched our agency in countless ways. TD's support has helped fund major projects and special initiatives that directly benefit our little clients—enhancing their experiences and expanding what we're able to offer. We are deeply grateful for TD's ongoing commitment to our mission and for the many ways they've helped us grow, thrive, and continue making a difference.



In photo: Bennett Wasden, TD Ellis Street Branch Manager, Rhonda Nelson, Starbright Executive Director

TELUS Ambassadors



In photo: John and Marlene Moncrief

Each December, the TELUS Ambassadors generously donate beautifully hand-knitted hats, scarves, mitts, and blankets that are intended for our families. They will have spent the previous 11 months making each and every item. It has become an annual tradition to put the items on the Christmas tree in the reception area. Watching the parents and children choose their cozy items—with smiles that say it all—is one of the season's true joys. We are deeply grateful for their kindness and craftsmanship. The TELUS Ambassadors' dedication and generosity clearly bring so much joy and comfort to the families we serve. Their gesture is a testament to the power of community and kindness.



Secret Santas



Each Christmas, our local Kelowna firefighters bring magic to life through their Secret Santa toy event. Starting with 25 children in 2023 and growing to 58 in 2024, they've made the holidays unforgettable for dozens of families. These everyday heroes not only protect our community—they fill it with joy, compassion, and generosity. We are deeply thankful for their incredible hearts.

In photo from left: Shayla Turcotte (Elf), Paul Johnston (Santa), Derek Liebel (Elf)



In photo from left: Shayla Turcotte (Elf), Paul Johnston (Santa) and Jason Picklyck (Firefighter and Starbright Board Member)



Thank You to...

The Foundations That Create Miracles with Their Donations



The Paul Lee Family Foundation

Other Businesses That Have Donated and Made Such a Difference



The Clubs That Have Contributed So Much Through Their Donations



And the Private Citizens Who Have Been So Generous





Government Officials



In photo, from left, Rhonda Nelson, Executive Director of Starbright; Minister Wickens, Minister of MCFD; Bonnie Pattyn, Executive Director, MCFD; and Rebecca Smith, Administration Coordinator of Starbright



In photo, from left, Rhonda Nelson, Executive Director of Starbright; MLA Kristina Loewen; Carol Meise, Starbright Board Chair and Association President

Starbright is so fortunate to have had wonderful recognition of the vital work happening at our Centre! The increased engagement from MCFD over this past year, with meaningful visits by multiple personnel in various capacities, truly reflects a growing appreciation for the exceptional child development services Starbright provide to families in our community. It is equally heartening to see our opposition MLA taking such genuine interest in our programs and outcomes. This bipartisan support demonstrates that quality child development transcends political lines and speaks to the universal value of investing in our youngest learners. Having government officials witness firsthand the dedicated care, innovative programming, and positive impacts our staff creates daily not only validates our hard work but also strengthens the vital partnership between our Centre and the broader system supporting children and families.



Our Buildings



Starbright East – 2024-25 was its year!

We are filled with profound gratitude as we were able to embark on a transformative accessibility project that has been years in the making. Thanks to the incredible generosity and unwavering commitment of our donors over the past three years, we were able to move forward with purchasing and installing a wheelchair lift in our adjacent building, opening up the lower level to all of our precious little clients and their families. This milestone represents so much more than improved physical access—it embodies our community's shared belief that every child deserves equal opportunity to participate fully in our programs, regardless of their mobility needs. The patience, dedication, and collective spirit of everyone who contributed to this vision over the years has been truly humbling, and we are deeply moved by the trust placed in us to create a more inclusive environment. As we watch this project come to life, we are reminded that accessibility is not just about removing barriers; it's about opening doors to possibilities, ensuring that every family who walks through ours feels welcomed, valued, and fully able to engage in their child's developmental journey.

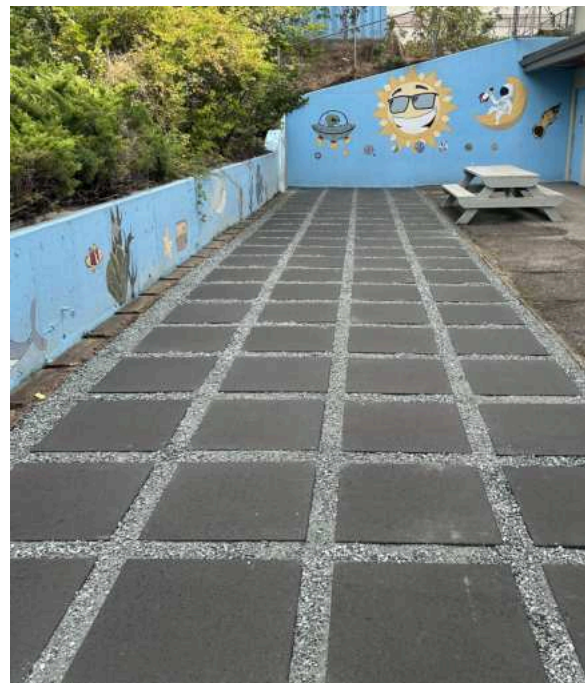


We extend our heartfelt appreciation to Timber Ridgecraft for their incredible work in purchasing and installing a beautiful new fence along our property line, creating a thoughtful solution that benefits everyone involved.



This wonderful addition has provided our tenants with much-needed additional parking space while simultaneously offering our neighbors the privacy they deserve, demonstrating how community-minded partnerships can create win-win outcomes that strengthen relationships and enhance our shared spaces.

We are absolutely delighted to share the stunning transformation of our lower patio space right beside Starbright Centre, which has evolved from an eyesore into a true gem of our facility! What was once an area of long-dead, patchy grass that offered little charm or functionality along with being a fire hazard has been completely reimagined with beautiful new pavers that create an inviting, professional, and welcoming outdoor environment. This remarkable makeover not only enhances the aesthetic appeal of Starbright Centre but also provides our children, families, and staff with a clean, safe, and attractive space to enjoy as they enter or exit our lower level. The crisp lines and polished appearance of the new paved area reflects the quality and care that defines everything we do at our Starbright, and we couldn't be more thrilled with how this long-overdue improvement has breathed new life into this previously neglected space.



Every time we look out at this transformed area, we're reminded of the positive changes that thoughtful improvements can bring to our community's experience.



Future



As we reflect on another extraordinary year at our child development centre, our hearts are filled with profound gratitude for the incredible community that makes our mission possible. To the dedicated families who entrust us with their most precious gifts, the passionate educators who nurture young minds with unwavering commitment, the generous supporters who believe in our vision, and the remarkable children who inspire us daily with their curiosity, resilience, and boundless potential—thank you. Each milestone celebrated, every breakthrough witnessed, and all the joyful moments shared have woven together to create a tapestry of growth and discovery that extends far beyond our walls. As we look toward the horizon of possibilities ahead, we are energized by the knowledge that the seeds of learning, compassion, and confidence we plant today will blossom into tomorrow's innovators, leaders, and changemakers. Together, we are not just shaping individual futures—we are nurturing the foundation of a brighter, more hopeful world for generations to come.

Starbright Children's Development Centre Association

Statement of Financial Position

March 31

2025

2024

Assets

Current

Cash and cash equivalents	\$ 885,003	\$ 978,856
Receivables	77,633	63,464
Prepaid expenses	294	294
	<u>962,930</u>	<u>1,042,614</u>

Tangible capital assets

<u>2,147,729</u>	<u>2,045,354</u>
<u>\$ 3,110,659</u>	<u>\$ 3,087,968</u>

Liabilities

Current

Payables and accruals	\$ 627,864	\$ 648,942
Deferred revenue	406,415	405,804
Current portion of capital lease obligation	-	10,533
Current portion of long-term debt	51,300	21,883
Current portion of deferred capital contributions	6,301	26,836
	<u>1,091,880</u>	<u>1,113,998</u>

Long-term debt

Deferred capital contributions

888,673	805,395
<u>138,917</u>	<u>133,935</u>
<u>1,027,590</u>	<u>939,330</u>

2,119,470	2,053,328
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Net assets

<u>991,189</u>	<u>1,034,640</u>
<u>\$ 3,110,659</u>	<u>\$ 3,087,968</u>

Starbright Children's Development Centre Association

Statements of Operations and Changes in Net Assets

Year ended March 31

2025

2024

Revenues

Government contracts	\$ 5,322,877	\$ 5,017,476
Donations - general	40,010	13,158
Donations - specified programs	122,031	128
Other fees	45,402	2,488
Interest	33,269	3,487
Central Okanagan Foundation endowment interest	-	4,998
Amortization of deferred capital contributions	38,140	26,836
Rental income	114,364	108,849
	<u>5,716,093</u>	<u>5,177,420</u>

Expenditures

Amortization	132,534	62,856
Board and executive director expenses	7,967	20,123
Contract professional and support services	82,437	73,018
Fundraising and public relations	68,866	74,453
Insurance	39,087	48,127
Interest and bank charges	63,992	51,692
Leases	10,831	19,197
Maintenance, equipment and building	209,859	199,894
Professional fees	50,201	38,483
Program supplies	136,859	100,036
Program travel	28,293	20,182
Salaries and benefits	4,691,100	4,215,543
Technical support	93,698	73,008
Telephone	20,953	30,770
Training and development	53,040	38,154
Utilities and taxes	69,827	62,306
	<u>5,759,544</u>	<u>5,127,842</u>

Net revenues (deficiency) before other income (item) (43,451) 49,578

Other income (item)

Loss on disposal of tangible capital assets - (11,824)

Net revenue (deficiency) for year \$ (43,451) \$ 37,754

Net assets, beginning of year \$ 1,034,640 \$ 996,886

Net revenue (deficiency) for year (43,451) 37,754

Net assets, end of year \$ 991,189 \$ 1,034,640



Contact Us:



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www.starbrightokanagan.ca



250-763-5100



250-862-8400



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."
