



# Annual Impact Report

2024-25





## LAND ACKNOWLEDGEMENT

We respectfully acknowledge the land on which we gather as the ancestral homelands of the Beothuk, whose culture has now been erased forever. We also acknowledge the island of Ktaqmkuk (Newfoundland) as the unceded, traditional territory of the Beothuk and the Mi'kmaq. And we acknowledge Labrador as the traditional and ancestral homelands of the Innu of Nitassinan, the Inuit of Nunatsiavut, and the Inuit of NunatuKavut. We recognize all First Peoples who were here before us, those who live with us now, and the seven generations to come. As First Peoples have done since time immemorial, we strive to be responsible stewards of the land and to respect the cultures, ceremonies, and traditions of all who call it home. As we open our hearts and minds to the past, we commit ourselves to working in a spirit of truth and reconciliation to make a better future for all.





# Our New Way Forward...

## OUR PURPOSE

DAYBREAK CHILD  
AND FAMILY CENTRE  
IS A COMMUNITY  
WHERE CHILDREN  
AND FAMILIES ARE  
SUPPORTED TO  
GROW AND THRIVE.

## OUR VISION

A COMMUNITY  
WHERE  
HEALTHY AND  
NURTURING  
RESOURCES ARE  
WITHIN THE  
REACH OF  
EVERY CHILD  
AND FAMILY.

## OUR VALUES

WELCOMING WITHOUT  
JUDGEMENT.

CONNECTION AND  
TRUSTING  
RELATIONSHIPS.

SUPPORTING FAMILIES TO  
REACH THEIR POTENTIAL.

EVIDENCE INFORMED  
BEST PRACTICES.

PARTNERING TO  
PROMOTE RESILIENCE  
AND STABILITY FOR  
CHILDREN AND FAMILIES.



# Message from the Executive Director

As Executive Director, I am excited to present our Annual Impact Report for 2024-25 with our new name, Daybreak Child and Family Centre. This year also marks our 53rd year of supporting children and families with a renewed focus and perspective. In March 2025, we celebrated the launch of our new branding, purpose, vision, and values by updating our Strategic Plan for 2024-2027 to provide direction for the agency's future. These changes and strategic priorities reflect our child-focused and family-inclusive commitment to providing a community where children and families can grow and thrive.

Our commitment to growth, sustainability, community engagement, innovation, and governance provides a clear roadmap for the path forward. I am thankful for the support of the Daybreak Board of Directors, families, stakeholders and staff throughout this journey as we plan to have an even bigger community impact. I also acknowledge the generous support of the Government of Newfoundland and Labrador, specifically the Early Learning and Child Development Division of the Department of Education and Early Childhood Development; the Department of Families and Affordability; and the Office of Women and Gender Equality.

As a child- and family-focused agency, our vision is a community where healthy and nurturing resources are within the reach of every child and family. It takes a village to raise a child and the staff at Daybreak extend their reach far and wide to make meaningful connections with lasting impacts. Over the past year, Daybreak staff continued to respond to the complex needs of our community resulting in meaningful impacts for over 345 families. With a focus on building trust and improved child and family outcomes, Daybreak staff increased the number of home visits by 20% in the past year, by completing 843 total visits agency-wide. There were also 690 support sessions held with parents/caregivers, and 331 referrals made to programs and supports in the community, 18 of which were made in relation to housing, resulting in 4 families securing stable housing and avoiding homelessness. Daybreak staff responded to food insecurity by supporting 18 families through the Food Insecurity Project and by providing more than 1000 meals to families via the Takeaway Meal's Program. These opportunities for connection resulted in increased basic needs, improved child development outcomes, improved parenting skill development, and increased connections to resources.

We have also formed several new community partnerships this year including with the Autism Society; Repose Collective Wellness N; and the Mental Health Foundation of Canada. Achievements to date include the Play Therapy Pilot; the Gender Based Violence Initiative; and the creation of collaborative training with fasdNL. Many of these initiatives and partnerships were highlighted in May 2025, when Daybreak was chosen to present at Expanding Horizons - the National Institute on Infant and Early Mental Health in Toronto, Ontario.

I am proud of the work of the Daybreak Staff, Leadership Team, and the Board of Directors this past year and I am honored to lead this organization with a clear path for the future with even greater community impact.

**Renée Williams, MSW, RSW**  
**Executive Director**





# Message from the Board Chair

Welcome to Daybreak Child and Family Centre's first Annual General Meeting with our new name and logo.

2024-2025 has been an exciting year for the Board. The Board had a clear mission and determination this year to accomplish two very important milestones:

- To have a detailed Strategic Plan in place
- To have a new name that reflects the purpose, vision and values of the Centre

With the launch of our new name that encompasses the very detailed work that we do, as well as our new logo that shows the growth and reach of Daybreak, we have set ourselves on a new path. During this past year the Board engaged in outside policy governance training as well as training on roles and responsibilities. The Board reviewed the skills and competencies of our members to ensure we have inclusive roles and responsibilities throughout the Board. We have created an Expression of Interest Letter for anyone interested in joining our Board.

I express my sincere gratitude to:

- The Board members for giving up their valuable time this past year to travel on this exciting journey with me. The passion and dedication you have shown was greatly appreciated.
- Daybreak employees for allowing us as a Board to re-evaluate Daybreak's purpose, vision and values and to make the necessary changes for the future of Daybreak. Change can be challenging however it can also be exciting.
- The Leadership Team of Daybreak for answering the sometimes-hard questions from the Board as we reviewed and shaped Daybreak for the future
- The community we serve. Thank you for allowing us to be part of your lives as we create a holistic environment for all children where every child and family thrives.

The year ahead will be an exciting one for all of us and we invite each and every one of you to join us on this journey as we collaborate with stakeholders to ensure the continued success of Daybreak Child and Family Centre.

**Gail Stanford**  
Chair - Board of Directors

## Board of Directors 2024 - 2025

- |                          |            |
|--------------------------|------------|
| • Gail Stanford          | Chair      |
| • Corina Crocker         | Vice Chair |
| • Martha Traverso-Yeppez | Director   |
| • Virginia Mills         | Director   |
| • Maryanne Tucker-Primm  | Director   |



# Message from CUPE Local 3017

## CUPE Local 3017: A Year In Review

This year has been a busy year for union members and the executive. These are challenging times, and our members are feeling the pressure of the rising cost of living the same as many people here in NL. Our members look to secure fair benefits that include job security; no contracting out; health care plans; pensions; and adequate availability of various types of leave that support a healthy work – life balance. It also includes having a respectful and diverse work environment where everyone feels valued. Working with the employer, we can do great things to improve working conditions for all staff, unionized and management. Our Occupational Health and Safety (OHS) Committee actively supports the best interests of all staff, both physically and psychologically. The members also care about our families.

Our Labour Management Committee meets on a regular basis to ensure that concerns from either side have a place to come and discuss possible resolutions to the issues presented. CUPE has been very responsive to needs within the community as well as globally. Within our Local, we have pledged money on a regular basis to support the in-house Barbara Hammond Food Cupboard. Barb was a CUPE member who worked closely with many families in her role as a social worker. She also said that “Food is not a privilege; it is a right of all people”. The food cupboard was created to honour that belief. Our Local is also providing support to many of our female staff and visitors by making feminine hygiene products available in the workplace.



CUPE also takes on advocating for a National Childcare Strategy for all families. All children have the right to a space in a quality Early Learning environment. We support and promote equality and will stand up for those who feel marginalized, both in and out of the workplace – because an injustice to one is an injustice to all.

Executive and Members of CUPE: 3017

## From Students to Staff...

Over the past year, Daybreak was fortunate to mentor a number of students from:

- College of the North Atlantic - Early Childhood Education;
- Academy Canada - Early Childhood Education;
- Memorial University - School of Social Work and School of Nursing.

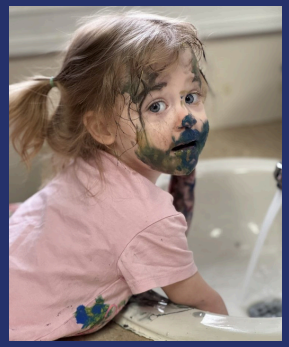
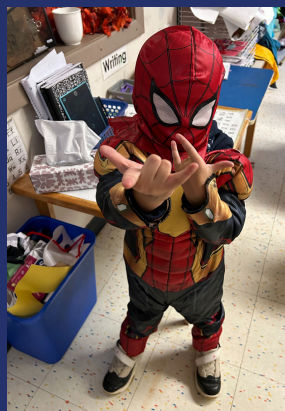
We are happy to announce that 3 ECE graduates (pictured right) have joined our Daybreak team!



Kya, Sarah, Shaelan



# Daybreak Educational & Support Groups



Interactive Parenting  
Guiding Behavior  
Daybreak Deli  
Exploring Art  
Little Veggies  
Nobody's Perfect Parenting Program  
Mom to Mom Support Group  
Children's Program Information Sessions  
Growing Up...As Parents: Dads Helping Dads  
Daybreak Playgroup  
Park Program  
Heart Garden Rhymes and Songs  
Bishop Abraham FRC  
AMAL FRC  
St. Thomas Playgroup  
The Kirk Active Play  
Parent Child Mother Goose Program  
Sharing Flavours  
Healthy Baby Clubs  
Therapeutic Horticultural  
Fog City Families  
Jellybean Babies



# Children

Over 150 children

Attended meaningful Snoezelen sessions at Daybreak.

Over 1000 Snoezelen visits

Occurred at Daybreak since December 2023.

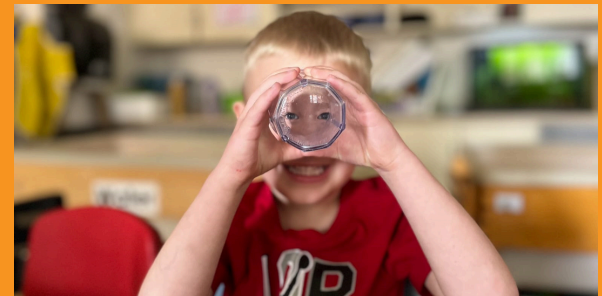
Over  
220

Ages and Stages  
Questionnaires were  
completed with  
children across all  
programs.



86

children  
have been  
enrolled in  
the  
Children's  
Program  
licensed care  
since May  
2024.



681

meaningful phone calls occurred with  
caregivers.

127

meaningful email communications  
occurred with caregivers.

ECEs attended

56

meetings with specialists  
and professionals working  
with children and families  
since May of last year.



# Families

Daybreak supported

**345**

Families in the past year.

## Family Support Team

Our Family Services Coordinator held **690** parent/caregiver support sessions.

There were **1625** drop-in moments with parents/caregivers visiting the family space.

## Family Home Visitation Program

**48**

Families with children aged birth to six years were provided with in-home support via the Family Home Visitation Program.

**263 hours (15,780 minutes)** of advocacy occurred with outside professionals on behalf of families.

**358 hours (21,480 minutes)** of virtual/telephone support were provided to families.

**18** referrals were made to housing for families, and **4** families secured stable housing - and avoided homelessness.



IN THE  
PREVIOUS  
YEAR:



**331**

Referrals were made to community programs and services for families



**843**

Home visits were completed across all Daybreak programs



**1005**

Meals were provided to families via Daybreak's Takeaway Meals Program

# Community Outreach



## IT'S IN THE NUMBERS

191 parents/caregivers visited Bishop Abraham FRC 526 times in 2024-25.

That's 243 children visiting 534 times!

## THREE NEW PROGRAMS

Afternoon Drop-in Playgroup, Mom-to-Mom Support for newcomer women and Fog City Families for parents/caregivers who want to know more about child-attachment. 3 new groups this year with 8 to 10 families attending each group weekly.

## REDUCING FOOD INSECURITY

18 families being supported by the Food Insecurity Project.

\$13,030.00 dollar value of food equal to 4309 meals was redistributed to families through participation in Second Harvest.



## DAYBREAK DELI FAMILIES HELPING FAMILIES

3 to 5 volunteer parents, grandparents and caregivers work each week in the Daybreak Deli. Laughing and learning new recipes to create meals for our Take Away Meals Program!



"Dear (staff person), I am home safely, I am so happy to be part of your group infac you are such a nice person. We pray to meet next week. Have a nice day. Thank you." A mom in Mom to Mom Support Group

"Mother Goose is a highlight of the week for me, my son and my daughter. I have been enjoying it all the more on this second parental leave as my son is old enough to demonstrate how much he's absorbed over time. Thank you for all your hard work" A dad in the Mother Goose program.





# Achievements and Highlights

## "Growing Up...As Parents: Dads Helping Dads"



Daybreak is thrilled to announce the commencement of the new parenting group, "Growing Up...As Parents: Dads Helping Dads". Supporting all those who identify as fathers in our community, this group was made possible by the generous funding provided by the **Office of Women and Gender Equality** as part of their **Community Violence Prevention Initiative**. It provides a safe, inclusive space for fathers of children of all ages to connect with other dads, and to engage in discussions regarding topics such as gender-based stereotypes; mental health; and what it's like to be a dad in 2025.

Developed and facilitated by Daybreak staff members Carradine Lambert, Director of Family and Social Supports, and Alex Cornick, Children's Services Coordinator, our innovative "Dads Helping Dads" pilot commenced in January 2025 with great success.

Here's what Dads had to say about the group:

"It's easy to come here when you're nervous".

"I liked the people; the resources; and the environment".

"This is a group that keeps on giving".



Stay tuned for our next session in Fall 2025!



Maggie Dawson, MA, CCC, RP-Q  
Repose Wellness NL

## Play Therapy Pilot - "Building Futures : providing high risk children access to critical trauma interventions"

This pilot was made possible by United Way for the creation and implementation of a Play Therapy Pilot program with Repose Wellness NL. Clinical sessions started May 7, 2025, with children and families who were otherwise waitlisted for services. This grant also provided funding for staff training in Theraplay, specifically Sunshine Circles, an adapted group format for licensed childcare.



# Implementation of Best Practice

Daybreak prioritizes evidence-informed best practice through early interventions with children and families.

In partnership with IEMHP and Queen's University, the Canadian Database of Development, Infancy to Six (CanDDIS) is the first Canadian database of child development using Ages and Stages Questionnaire (ASQ) scores for children. In April 2023, Daybreak and the CanDDIS began a collaborative partnership to collect, store, analyze, and interpret Ages and Stages Questionnaires® (ASQ) data, making Daybreak the first organization in Atlantic Canada to contribute.

At present Daybreak has completed 220 Ages and Stages Questionnaires (ASQ3 and ASQ-SE2) to the database and we have already begun to see results.



Daybreak staff with Chaya Kulkarni and Karys Peterson-Katz, IEMHP

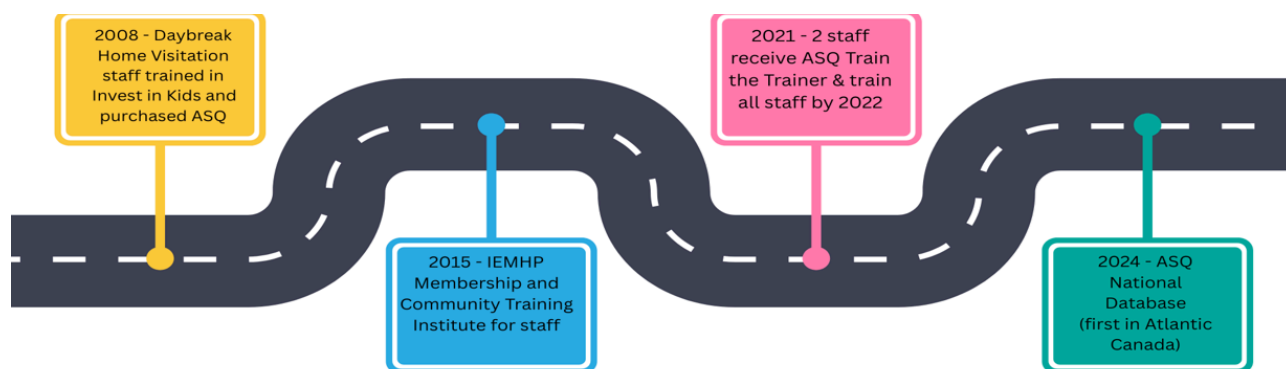
## CanDDIS - Noteworthy Finds...

70% of children are at risk of developing a delay in the social/emotional domain

Female children have a higher risk of developmental delay than males, in every domain except for fine motor development.

Children who reside in two-parent homes are at a lower risk for developmental delay. Risk in single caregiver homes increases in all but one area (gross motor). Developmental risk in these homes more than doubles in personal-social and problem-solving domains.

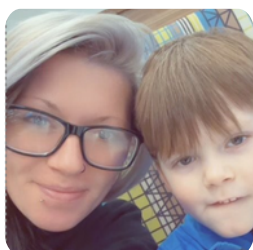
## Our Ages & Stages (ASQ3 and ASQ-SE2) Developmental Screening Tool Journey...



2022 - IEMHP Community Lecture Series purchased and completed by Daybreak staff.



2025 - Daybreak Community Program staff receive training in ASQ and Hand in Hand Developmental Support Tool



"The ASQ was a great tool in figuring out where [my child] could improve, where he was already meeting the milestones, and which ones he was already exceeding."

-Daybreak parent

# Daybreak Partners

Daybreak works in partnership with many agencies and individuals in the community. Many of Daybreak programs would not be possible without the generous financial contributions, community donations, space availability and moral support it receives from the general community, service organizations, and government partners.

Working together we continue to enhance opportunities and outcomes for children and families in our community.



Daybreak is pleased to be one of the many family resource centres and childcare centres in Newfoundland and Labrador to be part of the Dolly Parton's Imagination Library, Special Book Project!



Each month Daybreak receives new books that are used in our programs. New books each month means children have access to exciting new adventures and discoveries. Priceless.

Thank you to Dolly Parton's Imagination Library, especially Jeanne Smitiuch, Renee Sherstobetoff and Carolyn Clarke.





# Daybreak Donors and Friends

We acknowledge the generosity of countless donors and friends of Daybreak, without whom we wouldn't be able to support so many children and families.

In 2024-25, our community of support ensured 45 families had help to enjoy the holiday season and in February when they needed a helping hand in the 'coldest days'.

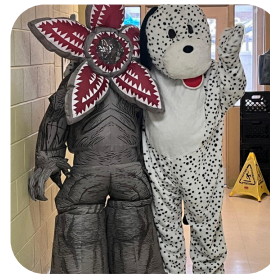
THANK  
YOU

Over 100 families were able to have new book bags and schools supplies due to the generosity of United Way NL, Amal and the Islamic Relief Back to School Drive.

THANK  
YOU

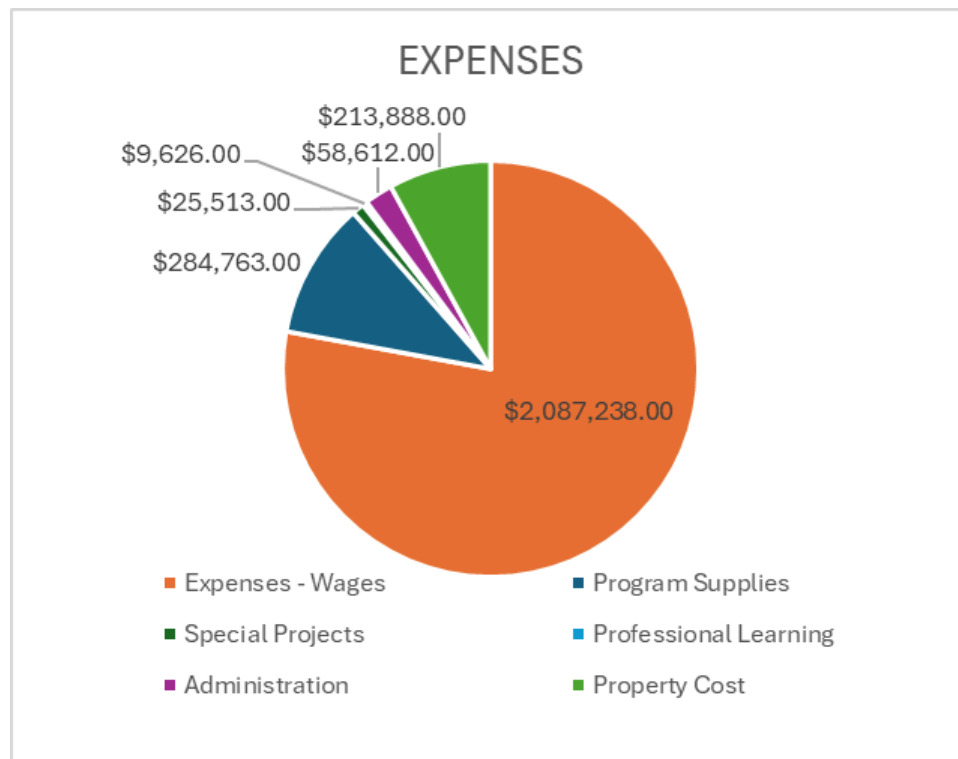
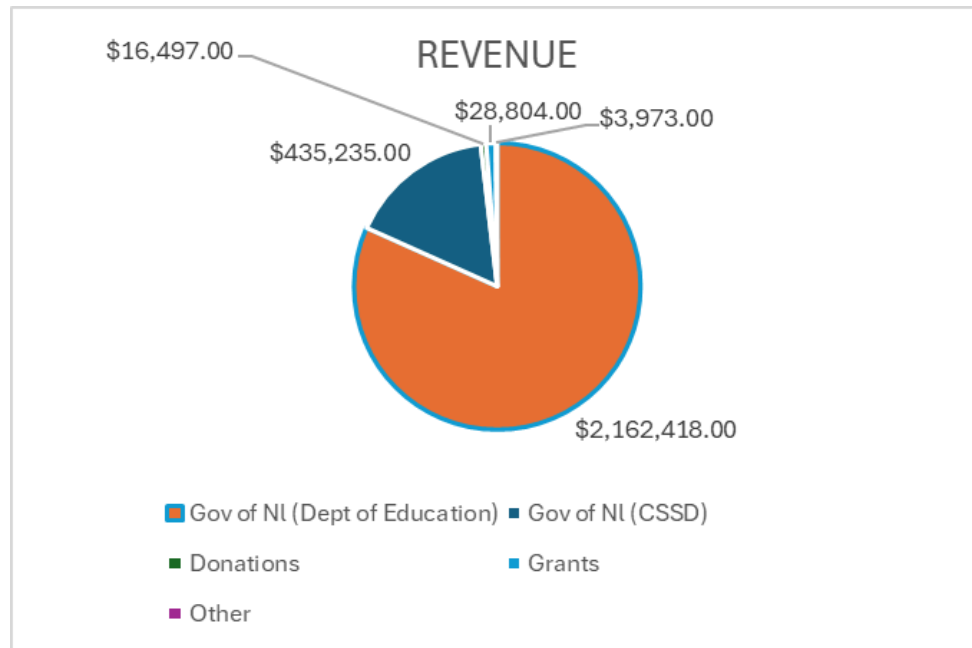
Over 600 bags of toys, clothing and small households items have been donated by the community. New tooth brushes, personal hygiene products, diapers, and much more.

THANK  
YOU



We gratefully acknowledge the continued support of the Department of Education and Early Childhood Development - Early Learning and Child Development Division and the Department of Families and Affordability.

# Daybreak Parent Child Centre Association



This Consolidated Financial Statement includes data for Daybreak's core funding, Community Programs (DCP), and Family Home Visitation Program (FHVP).

For a complete copy of the audited statements, please call: (709) 726-8373

