

THE FUTURE IS **INCLUSIVE**



Learn without limits

2022/23 ANNUAL REPORT

Passing the torch seems too trivial. The **end of an era** sounds like a funeral. **Moving forward** is too trite. Perhaps **Every Ending Creates Space for a New Beginning** best captures the 2022-23 year at GRIT.



BOARD CHAIR MESSAGE

Karen Lynce

GRIT's first digital Annual Report, shared with past and present members of the GRIT community—including parents, staff, and donors—highlights our organization's many accomplishments, notwithstanding the challenges of inflation, an increasingly competitive staffing environment, the impact of the national childcare program on our operations, and the never-ending challenges facing GRIT families.

HIGHLIGHTS

GRIT's dedicated, resilient, and expert staff continued to provide expertise, counsel, wisdom and hope to over 100 families in Alberta.

Outgoing CEO Barb Reid's role in creating the ability of GRIT to make a difference in the lives of hundreds of children and their families is exceptional and cannot be overestimated.

July 1, GRIT welcomed Amber Mack as our new Chief Executive Officer.

GRIT's culture of careful fiscal management results in a clean audit with a small surplus.



CEO MESSAGE

Amber Mack

NURTURE a Culture of Belonging.

This is what I know to be true.

In my first few months entrusted with my new role at GRIT, I am astounded at how GRIT's impact has solidified and extended after I left my post on the Blue team. I also have a confession. I am unsettled by our name and acronym. GRIT...getting ready for inclusion today. I ponder, "Is this name inherently Ableist?" I know all children have the right to be included, so what are they getting ready for? I embark on a listening tour. I hear the stories of our collective work; work to champion social change in the early learning sector. One day, it becomes clear amidst a conversation with a passionate developmental assistant. The 'getting ready' part was always about the grown ups. It is the learning and preparation to nurture and welcome all children. The true theory of change.

VISION

Communities embrace diversity and uphold the value and rights of all children and their families.

MISSION

GRIT provides family centered and inclusive early learning experiences to support the meaningful participation of children with disabilities in home, community and school.

VALUES

Family Centered Practice

Inclusion

Learning Through Play & Everyday Routines

Learning Community

INCLUSION BY THE NUMBERS

EARLY CHILDHOOD SERVICES (ECS)
FAMILY SUPPORTS FOR CHILDREN WITH DISABILITIES (FSCD)

03

**GRIT partnered with
three school boards in
the 2022-23 school year**

 **EDMONTON
PUBLIC
SCHOOLS**


**EDMONTON
CATHOLIC SCHOOLS**


**Greater St. Albert
Catholic Schools**

100+

**children supported by
GRIT last year**

Children were included in:

29 community kindergartens

23 community preschools

24 early learning and care programs

08 FSCD programs

GRIT's Inclusive Teams were in
68 different locations within
Edmonton and surrounding areas

INCLUSION BY THE NUMBERS

EARLY CHILDHOOD SERVICES (ECS) FAMILY SUPPORTS FOR CHILDREN WITH DISABILITIES (FSCD)

GRIT specializes in serving children with complex medical disabilities and developmental disabilities.

GRIT traveled to provide accessible early learning for:

23 children with home programs
03 in hospital

Complexity means:

03 children we supported spent **03** months or longer in the hospital

08 children were not yet able to leave their homes

01 of our children passed away last year



YEAR 2 of the Primary Service Provider Model

Our primary providers create individualized supports for children with disabilities and their families. This happens everywhere a young child can learn and PLAY to promote meaningful participation in their homes, playschools, childcare and kindergartens. THAT'S INCLUSION!

INCLUSION BY THE NUMBERS

INCLUSIVE CHILD CARE (ICC):

Builds on selected elements of the social emotional Pyramid Model with short term walk along coaching support and professional learning. GRIT's ICC builds early childhood educators' skills and confidence to ensure the meaningful participation and inclusion of all children.

423

Early learning rooms

EDMONTON AND AREA

14

Early learning rooms

NORTH CENTRAL REGION





INCLUSION BY THE NUMBERS

ACCESS, SUPPORT AND PARTICIPATION (ASAP)

GRIT's provincial service to build Program-Wide leadership in Early Learning and Care. Professional Learning with coaching supports high quality, accessible, Inclusive early learning environments.



INCREASED EFFICIENCY OF ONBOARDING PROCESSES

Welcomed **36** new centers
as a direct result of this
process improvement.

131

Alumni Sites

176

**Total ASaP Sites
in 2022-2023**

57

**Sites in full
implementation**



INCLUSION BY THE NUMBERS

CONNECTING CANADA (CC):

Connecting Canada partners at an organizational level with provinces and territories to build capacity in Early Learning and Care to support the mental health and social emotional well-being of all children. The Pyramid Model is used as the backbone to link culturally responsive care, trauma-informed early learning curriculum frameworks and intervention.

08

Provinces and Territories

EXTENDING OUR REACH



**PYRAMID MODEL
EXPLAINED**



OUR LEARNING COMMUNITY

1055

Access, Support and Participation (ASaP) Learners

1455

Inclusive Child Care (ICC) Learners

1631

Connecting Canada (CC) Learners
606 En français • **1025** English

NEW
SERVICE

150

GRIT welcomes 150 learners
to open sessions

MORE INFO
HERE

OUR LEARNING COMMUNITY

GRIT'S ADULT LEARNERS TELL US:

“

As a consultant I can give these [observation] tools to day homes so that we can assess the support needed and get parents involved.

“

It inspired me to research for more ideas and activities on how to make our room more fun and engaging for every [child] in our center.

“

I enjoyed how the workshop made connections to Flight and made space for how our hopes and fears play into how we work with children with diverse needs.

GRIT STAFF MONTHLY COMMUNITY LEARNING WORKSHOPS

Every month all of our front line staff come together to learn.

GRIT staff receive

40

hours of paid learning time per year to grow our skills and confidence.

YEAR IN REVIEW



GRIT's "YEAR END CELEBRATION"



"KIDDING AROUND" FUNDRAISING EVENT



Board Director Andy Akle



LONG SERVICE AWARDS



From left to right: Barb Reid, Christina Cameron, Mary Lynn Filipchuk, Anna McMullen, Isobel Shea, Carmen Somers, Kirsten Nordholt



Barb Reid & Paula Dodd

CONNECTING CANADA TRAINING



GRIT's FOUR EXECUTIVE DIRECTORS/CEOs
Barb Reid, Catherine McLeod, Emma Pivato, Amber Mack

BARB REID'S RETIREMENT CELEBRATION



Board Director
Barrett Westerlund



Board Chair Karen Lynch,
Barb Reid, Twyla Bruce

GRIT'S VISION FOR 2024

EXPANDING OUR COMMITMENTS

Learning is not the end goal; it is the enabler.

**Building our actions to ensure equity in early
childhood environments starts with us.**

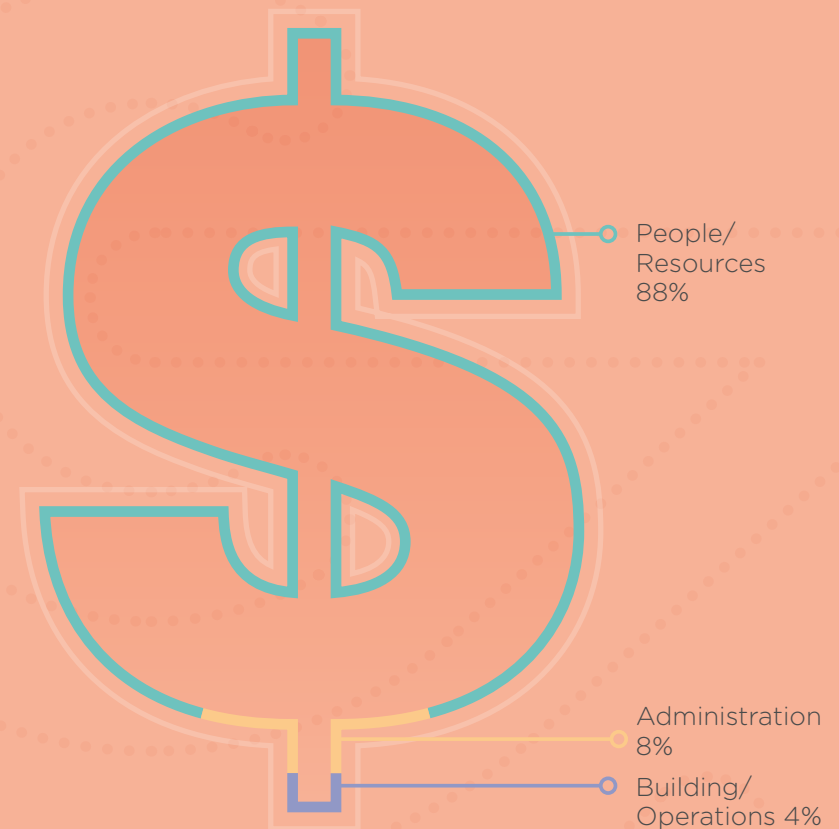
FINANCIALS

STATEMENT OF ACTIVITIES

REVENUE	2022/2023
Government of Alberta	7,310,036
Government of Canada	558,938
Donations	93,432
Fundraising	29,933
Investment income	272,323
TOTAL REVENUE	8,264,662

EXPENSES	2022/2023
Program Services	7,013,562
Admin/Operations	965,544
Fundraising	6,877
TOTAL EXPENSES	7,985,983

	2022/2023
NET SURPLUS	278,679



BOARD OF DIRECTORS

Karen Lynch
Chair



Barrett Westerlund
Vice-Chair



Sandy Thompson-Hodgetts
Recording Secretary



Jeff Bisanz
Director



Bernie Bolton
Treasurer



Christina Radyo
Director



Andy Akle
Director



Freddie Martinez
Director



Debbie Couch
Director



MAJOR SUPPORTERS



YOU CAN HELP ENSURE THE FUTURE IS INCLUSIVE

Click below and make a lasting impact to support our mission to build Inclusive Communities that uphold the rights of all children.

[DONATE HERE](#)

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