



Issue #44
October, November, December 2020



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Mosinee | WI 54455

(Across from Central WI Airport,
Baymen Professional Building)

715.841.9490
1.800.628.8534

www.childcaring.org
info@childcaring.org



Office hours:
8:30am - 4:30pm
Additional office hours
available by appointment.

*Office is temporarily closed to the public;
Childcaring staff is available by
phone, email or by appointment.*

Our Mission
To enhance and support a quality
early childhood education system
by providing resource and referral
services to families, child care
programs, and communities.

The Resource Connection

Be Resilient – Take Care of YOU



It is OK to ask for help.

You are making important changes to take care of yourself, your loved ones, and your community during the COVID-19 pandemic. It's not easy. But there are tools and resources that can help you manage some of the stress and strengthen your ability to bounce back from adversity. Go to resilient.wisconsin.gov for more information. You will find this resource, and others on the Childcaring COVID-19 resource page at: <https://childcaring.org/beta/additionalresourcesforproviders/>

Training: Highlights of Taking Care of YOU! (Available to everyone)

Explore ways to take better care of yourself and manage stress in weekly 30-minute Zoom sessions!

When: 8 Week Program starting, October 14, 21, 28, November 4, 11, 18, and December 2, 9

Time: from 7:00-7:30PM.

Where: Virtual via Zoom: Link will be shared when you register

Register: By calling the Wood Co. Extension office at 715-421-8437

Questions? Contact Jackie Carattini at jcarattini@wisc.edu



October is Safe Sleep and SIDS Awareness Month

Did you know? Placing baby to sleep on his or her back can help to reduce the risk of Sudden Infant Death Syndrome (SIDS). Use a firm and flat surface in a safety-approved crib, covered by a fitted sheet and free of soft and loose bedding, crib bumpers, stuffed animals, and toys.

YOUNGSTAR CORNER

YoungStar Block System

You may have heard the term “block system” before, but what does it really mean? Well, in the case of YoungStar, it means a simplified rating structure that does away with points. Beginning in 2021, the Evaluation/Rating Criteria will simply include the required items for each star level, plus additional high quality practices for 4 and 5 Star programs. This change allows programs to focus on the areas that are most linked to child outcomes.

For a **Technical Rating**, programs will only be evaluated on the current 3 Star rating requirements.

For a **Formal Rating**, programs will only be evaluated on the current 4 and 5 Star rating requirements, plus a selection of seven (7) YoungStar quality practices that were previously optional.

To view the YoungStar Block Diagrams and to learn more visit: <https://dcf.wisconsin.gov/youngstar/providers/rating-criteria>

Virtual Huddles For Child Care Providers!

When asked, “What did you find most valuable from your participation in the huddles?” Some child care providers answered:

“Getting a chance to hear from other providers—what are their hurdles, triumphs and joys? How do they handle these things in their child care business and in their family life.”

“Just being able to talk to other directors and get information on how to handle situations.”

“Hearing from centers that had reopened on how they were dealing with covid.”

We are excited to continue virtual huddles for child care providers to connect with each other to share ideas, concerns, and resources during this challenging time. Join us for one, two, or all three huddles this fall! There will be separate huddles for family child care and group center staff.

The Huddles will be offered the first Wednesday each month:

October 7, November 4, and December 2 from 6-7PM.

PLEASE REGISTER AT LEAST 3 DAYS PRIOR TO THE HUDDLE DATE.

Contact Childcaring to register by emailing info@childcaring.org or calling 715-841-9490. Registered participants will receive a link or phone number to access the session prior to the start date.

Virtual huddles will be through Zoom, powered by RingCentral. To access, participants will need to download an app to a device such as a computer, tablet, or smart phone. Participation by telephone is also available, however Zoom is encouraged as information could be shared visually.



Childcaring Staff

Kelly Borchardt ~ Executive Director

Micki Krueger ~ Assistant Director

Linda Francis ~ Financial Manager

Audrey Bittner ~ Early Childhood Consultant/Trainer

Kristine Joyce ~ Early Childhood Consultant/Trainer

Mary Olson ~ Early Childhood Consultant/Trainer

Andrea Mueller ~ Early Childhood Consultant/Trainer

Lori Shafranski ~ Early Childhood Consultant/Trainer

Carrie Steinke ~ Early Childhood Consultant/Trainer

Kao L. Xiong ~ Early Childhood Consultant/
Trainer - Bilingual

Gayle Schiszik ~ Certifier/Pre-licensing Consultant

Rachele Johnson ~ Training/Program Coordinator

Tracy Verjinsky ~ Program Coordinator

Shelley Nelson ~ Referral & Communication Specialist

Tara Biebl ~ Resource & Referral Specialist

Provider Support / Advocate Groups

**Adams, Clark, Langlade, Lincoln,
Marathon, Marquette & Waushara
County:**

Contact Childcaring if interested in developing
an advocate group at 800.628.8534

Portage County:

Portage County Child Care Association
Joan Garski at 715.341.5873

Portage County Leaders

RoxAnne Forrest at 715.346.4370

Taylor County: Meet the 3rd Monday of month
For more information, call Kelly Emmerich at
715.465.0993

Wood County:

Marshfield Area Child Care Association
Krisann Mauritz at 715.387.2218

Wisconsin Rapids Child Care Advocates Council
Jamie Lane 715.323.2546



with Regulated Early Childhood Professionals: Group Child Care Providers Erica Foth, Program Director & Jennifer Mitten, Owner/Administrator at Apple Tree Childcare, LLC, Marshfield

Thank you Erica & Jennifer for your time and contribution to our newsletter!

How has COVID-19 impacted your program?

My program has been incredibly lucky overall. Our staff have remained dedicated. Our families have been extremely understanding as well. We have had fluctuated enrollment, and each week brings something different. During these frustrating and troubling times, our staff and families need our transparency and support now more than ever. We have had many families express their gratitude, cards, gifts, and even some bringing donuts or coffee for remaining open and making difficult changes to some of our typical practices to continue providing a safe and healthy environment for their children.

What are some of the fun and innovative practices that you implement at your center?

With the stressful times, I have amplified our intentional positive leadership approaches towards our staff. I genuinely believe being proactive about our appreciation and information to staff has been well-received and recognized. I have changed our staff meeting agenda to include recognizing how crazy things can be, but if we can work as a team and focus on what we can control, continue to provide the best care we can, and that each day we come to work, we show up because we love the kids, and we know they need the best parts of us and reminding them that COVID-19, or anything else, cannot take the privilege of providing excellent care away from us. I have used the pandemic as an opportunity to show and tell our staff how much they mean to our program, our families, and to their Director and Administrator. I have used Child Care Counts incentives to treat staff to bonuses they deserve for committing to our program's mission. I dispersed bonus pay over several pay periods and made creative cards and posters expressing we are grateful for them and that they are absolutely essential. We do surprise order-out lunches, their favorite candy bars attached to their paycheck, or step in and do a quick classroom cleaning job to let them know we recognize each individual. Sometimes, those 'little things' make someone's whole day better. When staff love their job, they perform their best – so I strive to be the boss I would want to work for!

What do you like most about participating in YoungStar (YS)?

Everything about YoungStar is so positive! They support and encourage us year-round, and the Technical Consultants are some of the best women I've ever had the pleasure to work with. They inspire new ideas and help us create a roadmap to succeed.

What did you choose to have the YS Technical Consultant assist you with during your virtual YS visit?

I'm most recently working on Practice Based Coaching. I am really looking forward to encouraging a young new teacher find new goals for herself and her classroom. With the wide variety of training topics, PBC is a perfect starting point so she can build goals that she has chosen for herself, and with lots of extra support and encouragement!

Is there anything else you would like to share about your experience participating in YS?

The vendor discounts we receive when writing a Micro-Grant plan are another great incentive, so each year I plan to take advantage of that option. This year, we will be purchasing a quiet reading cube for our toddlers as they really enjoy listening to stories and looking at books. We will also be purchasing two new tables that will be able to accommodate our younger toddlers better than our current size.



reminder

Notify Your Licensing Specialist/Certifier and Keep Your Open/Closed Status Current

All child care providers that were temporarily closed during the COVID-19 pandemic must contact their licensing specialist/certifier prior to reopening. Modifying the status in the Provider Portal does not notify the licensing specialist. Anytime a change in status occurs, the licensing specialist/certifier must be contacted and the Provider Portal updated.

Professional Learning Cohort for Group Center Directors Offers Networking and Relationship Building

The Professional Learning Cohort for Group Center Directors, facilitated by Lori Shafranski & Kristine Joyce, is a group of 15 directors who have begun meeting via zoom. The eight sessions started in July and the last session will be in May 2021. The Cohort gives the directors an opportunity to discuss issues with other directors. The discussions include topics such as: Learning Environments, Staff Evaluations, Communication and Listening, Building Relationships, and Coaching Staff. The last session focused on the importance of the learning environment. Sue Vanderloop, ERS observer, was the special guest speaker. Sue shared the three important parts of the environment which are the amount of space available, the condition of the space and the comfort of the space. The directors shared their favorite and least favorite space in their centers. The next Cohort is planned for November 5th.

Training Opportunities

Visit our online training calendar for the most up-to-date training opportunities.

Register Online for Childcaring Trainings

To register, please visit www.the-registry.org, click on Statewide Trainings and type the name of the training in the Keywords search.

If you're already a Registry Member, simply sign-in and proceed with the payment process. If you're not a Registry Member, create a free account to register. If you need other payment options, please call our office.

Some trainings are not eligible for online registration and will be noted. Contact Childcaring to register.

Keep Your Registry Information Updated: You need to have a current and unique email address listed. If you participate in an online training, the email address you list will receive the training information sent by the instructor. Two or more people cannot have the same email address listed.

Teaching Begins with Observation – Presented Online

This two and a half-hour workshop will review the fundamentals of classroom observations, what to look for when observing, activities to assist with classroom observations, and strategies on how to collect observations.

- **Thursday, October 22-Wednesday, October 28**
\$15/ online by Thursday, October 15
This online course is self-paced for participants to complete within a seven-day period.

Engaging Teachers: Using Assessment & Observation to Plan for Learning – Presented Online

**Teaching Begins with Observation is a pre-requisite to Engaging Teachers.*

This training will help you determine the best assessment tool for your program, explain what observation is and when/how to use it, and how to engage families in this practice.

- **Thursday, November 5-Wednesday, November 11**
\$20 / Register online by Thursday, October 29
This online course is self-paced for participants to complete within a seven-day period.

Watch for These Upcoming Trainings:

- Virtual Wisconsin Model Early Learning Standards (WMELS) coming in November.
- Learning Environments and Curriculum through the Lens of Developmentally Appropriate Practice – Date TBD

Abusive Head Trauma Prevention Training for Child Care Providers

Abusive Head Trauma Prevention Training for Child Care Providers replaced Shaken Baby Syndrome Prevention Training for Child Care Providers on September 1, 2020. Either SBS or AHT Prevention training taken through August 31, 2020, meets the training requirement. For more information visit: <https://dcf.wisconsin.gov/ccic/aht-training>

Coupon for Free Registry Membership (Coupon Code: PDG2020)

A coupon for FREE Registry membership and renewal is available through funding provided by the Department of Children and Families through the Preschool Development Grant (PDG). This coupon is for all individuals and is available only as funding allows, but no later than December 31, 2020. For more information visit: <https://www.the-registry.org/free-membership.html>

COVID-19 Toolkit for Childcare Providers

<https://childcaring.org/beta/wp-content/uploads/2020/09/Woodcochildcaretools9.12.20.pdf>

Childcare centers and family daycares are not only an environment of care and learning, but workplaces for teachers, childcare providers, and other employees. Decisions about how to respond to COVID-19 in the childcare setting will be made to protect both the immediate and long-term health and safety of children, employees, and their families. As students return to school and other activities, the potential for cases and outbreaks in childcare settings increases. There are additional uncertainties and challenges brought on by influenza season. The Wood County Health Department has created a toolkit to assist childcare providers in making decisions for the health and safety of those they serve. The goal of this document is to provide information for what to expect when it comes to COVID-19 and childcare. For questions or additional resources, please contact Erica Sherman at esherman@co.wood.wi.us



Marquette County Virtual Parent Cafés Are Back This Fall!

When asked, *"Please share how will you use what you learned today in your parenting?"* A parent who participated in parent café responded: *"That during this time of crazy and things looking differently I will be grateful for the time I got to spend with my family."*

Virtual parent cafés offer a fulfilling way to talk, listen and support each other with stressors, worries, and challenges of parenting. Parents build a strong network of families who help each other stay strong. Small group conversations are based on the Five Protective Factors, and facilitated by a parent host. Each session has a different topic, a few upcoming themes are: Positive Parenting and Taking Care of Yourself.

This Marquette County Parent Café virtual café session is open to all families. Join us from your computer or smart phone: Monday nights: Oct. 5, 19 & November 2, 16, and 30 (6-7pm).

For questions or to register call: 1-800-628-8534 or email: info@childcaring.org. "Like" the Marquette County Parent Café FB page for more details.

"As your kids grow, they may forget what you said, but won't forget how you made them feel." – Kevin Heath





B.A. & ESTHER
GREENHECK
FOUNDATION

Childcaring Receives COVID-19 Emergency Relief Funding to Offer a Trauma Informed Care Approach In Early Childhood Training & Support to Area Child Care Providers

COVID-19 has produced a unique challenge for child care staff working with preschool age children. Many children have experienced loss and fear for their own health and safety. Some are afraid to return to their child care environment. Child care teachers and caregivers, when equipped with the knowledge of how to be trauma informed and responsive, can play a vital role in not only identifying a need for trauma related intervention and treatment, but can also be a valuable support system for the social/emotional and mental well-being of children and families.

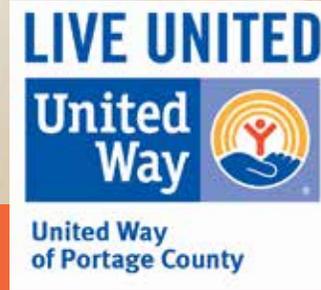
“As children return to care after months at home due to COVID-19, many may exhibit challenging behaviors arising from concerns related to their families’ health and stability. Supporting early childhood educators’ ability to call upon trauma-informed care principles is critical to supporting children’s well-being and the strong foundation they need to start right in life,” said Linda A. Hall, Director, Office of Children’s Mental Health.

Thanks to the generous gift of \$9,700 from the B.A. & Esther Greenheck Foundation, Childcaring in partnership with Marshfield Clinic Health System and the Wisconsin Afterschool Network, have worked with consultants Quinn Wilder, Quality Youth Development Consulting and Jennifer Smith, Program Coordinator, Center for Community Health Advancement, Marshfield Clinic Health System to develop and facilitate a virtual trauma informed care training geared specifically to 20 teachers and caregivers of preschool aged children in Marathon County.

This Trauma Informed Care virtual training will be held this fall. The session will provide resources, information and education needed to support the adults caring for and educating young children. Along with the group training opportunity, participants will be able to access one-on-one technical assistance with the facilitator to discuss their own unique experiences. Teachers/caregivers completing the 15-hour course will also receive a toolkit with resources and learning activities geared specifically towards supporting social and emotional development.

“Children are our future, and it is imperative that we support the caregivers and teachers of our youngest citizens in order to improve the overall health and economic future of our state,” said Kelly Borchardt, Childcaring Executive Director.

*Support for this project was provided through the
B.A. & Esther Greenheck Foundation.*



Childcaring Receives United Way of Portage County Funding for Good Start Grants

Childcaring is pleased to announce that we have received United Way of Portage County Emerging Needs funding. To qualify, a program presents an innovative approach to meet the health and human services needs of Portage community, that is time sensitive. This \$50,000 grant award allows Childcaring to offer the Good Start Grants (GSG) program in Portage County.

GSG provides financial assistance for eligible families in Portage County to ensure they have access to quality, affordable child care. According to data gathered by Childcaring, from regulated child care programs across Portage County, families can expect to pay around \$125 to \$235 per week for full time infant care; a range of \$6,500 to \$12,220 per year and up to \$23,140 for two children. GSG will help meet the funding gap, between what providers need to charge to offer a quality program, and what families can afford to pay.

GSG also has a positive impact for child care programs. Some families are faced with the decision to stop working because they cannot afford child care. When a number of families leave child care, programs are sometimes forced to close. Affordable, quality child care is a critical piece of infrastructure for successful communities. Working parents need quality child care options for their children so they are able to start or continue working! A strong economy needs great child care: we can’t work without it.

GSG coordinator, Rachele Johnson says, “We are so thankful for this opportunity to partner with Portage County United Way to support families and child care programs in our area.” The GSG brochure, guidelines, and application can be found on the Childcaring website under Need Help Paying for Child Care: <https://childcaring.org/beta/needhelppaying/> For more information on GSG, call Childcaring or email Rachele at: rachele@childcaring.org.



Build Your Business in Child Care

Join Us for a FREE Virtual Start-Up Sessions in 2021

"Children are not a distraction from more important work. They are the most important work." – Dr. John Trainer

High quality child care benefits everyone. Childcaring can give you the support and resources you need to start a regulated child care center. If you, or someone you know, is interested in providing child care, please contact us.

Start-Up Grants Are Available! Grants are intended to assist individuals with start-up costs associated with opening and providing regulated care. If you became regulated within the past three months you may still be eligible to apply, please contact our office for more information. Register for a FREE session to learn more about start-up grant eligibility and to get your questions answered.

Mark your calendar for this upcoming virtual child care start-up session: Wednesday, January 20, 2021 from 1-2pm (Register by: Wednesday, January 13)

The session will help you answer questions like: How many children can I legally care for? What are the benefits to becoming regulated (certified or licensed)? What classes or training do I need to get started? What would I charge the families?

To register, call Childcaring at 1.800.628.8534. The registration link is also available on the Childcaring website (see training calendar webpage) and on the Childcaring Facebook Event page. We are currently scheduling more 2021 sessions. Check the Childcaring Facebook page and our online training calendar for the most up to date information.

Virtual sessions will be offered through Zoom, powered by RingCentral. To access, participants will need to download an app to a device such as a computer, tablet, or smart phone. Participation by phone is also available, however Zoom is encouraged as information will be shared visually. Registered participants will receive a link or phone number to access the session prior to the start date.

Funding has been provided by: WI Department of Children & Families: <http://dcf.wisconsin.gov/>

Supporting Families Together Association: www.supportingfamilies.together.org

Newly Regulated Child Care Providers:

Amber Lang

Family Child Care, Wausau

ABC Child Care LLC

Child Care Center, Wausau

Kristianna Fogo, Big Adventures Childcare

Family Child Care, Medford

Amy Musolff, Little Hands

Family Child Care, Antigo

Stephanie Kummer, Country Kids Childcare

Family Child Care, Arpin

South Wood County YMCA Early Learning Center

Child Care Center, Wisconsin Rapids



Regulated Child Care Providers: Thank You for Completing the Mask Survey!

Your Free Masks Are In!

Childcaring was able to purchase a limited quantity of masks for the regulated child care providers in our service area. The number of masks distributed to each program was determined by the response to the Childcaring Mask survey and the available supply. Childcaring is in the process of organizing the masks now; smaller quantities will be mailed and larger numbers will be delivered. We still have a small quantity of masks left. If you missed the survey and would still like a mask, please reach out by giving us a call (715.841.9490) or email: info@childcaring.org.

Does Childcaring Have Your Current Email Address?

We send a lot of updates and resource information via email. On occasion, our emails also go to spam, you may want to check to make sure emails are not being missed. Contact us if you have any questions. You can sign up for email listservs on our website under the Newsletter/Email Listserv button

<https://childcaring.org/beta/newsletters/>

Start with your goal(s), then go searching for your activities:

WMELS A.EL Will demonstrate emotional competence and self-regulation, which includes expressing emotions as well as understanding and responding to others' emotions.

Consider doing this activity (or any other of your choice but pick one that might elicit opportunities for frustration and other emotions):



Now think about the pre-teaching that should happen so that children who struggle (or not) with self-regulation or understanding their emotions or others so that children can role play, discuss, practice the emotional scenarios that could happen. What is highly effective is also using a puppet (perhaps even a special classroom puppet that is always used for these types of discussions) who will role play the emotions that could occur. Have the puppet handy while the children are playing on their own talking about what's happening "I notice Sally stayed calm even though Jonny dropped the box on the floor." "Boy it looks like Billy is sad he cannot get the ball into a hole."



Submitted by: Beth Tepper, CESA 9

Here to Help

Highlights a Resource Organization Available to Help -



Focus on Resilient WI

www.dhs.wisconsin.gov/resilient/index.htm

Resilient Wisconsin brings together the latest evidence-based tools and trauma-informed practices. So that people living with or affected by trauma or toxic stress-and the health services professionals and programs that serve them-can find the support and resources they need.

Get to know the influential elements of mental, physical, and behavioral health that help public health professionals and others understand and promote resilience in our communities and organizations, in our relationships, and within ourselves. Visit the Resilient Wisconsin webpage for more information on coping and practicing resilience.

Preschool Development Grant

WISCONSIN'S OPPORTUNITY TO TRANSFORM EARLY CARE AND EDUCATION



Updates on Wisconsin's PDG Activity

We Love Early Child Care Teachers Yard Signs and Window Stickers

PDG is working on distributing thank you yard signs and window stickers across the state! In partnership with the Department of Public Instruction, the State Emergency Operation Center (SEOC) will be sending shipments of the PDG signs and stickers along with personal protective equipment (PPE) for Wisconsin child care providers to local school districts for distribution.

Tips to Support the Mental Health of our Children

As families transition their children back to school and continually adjust to the changing environments of early child care programs, it is critical to remember the mental health of our young learners. A new flyer on the PDG Resources web page provides tools and resources to support Wisconsin's early learners, families, caregivers, and instructional leaders. Please share this information colleagues, families, and community leaders.

Celebrate Early Care and Education

Don't forget to celebrate the wonderful early care educators in your lives. Use the quick web form to send a fun thank you note to let them know how important they are to you or your family. Another way to show your support is by updating your social media profile with DCF's new profile picture frame.

As the grant progresses, you can expect to see more information and tools added to our PDG Sandbox to address the impact of COVID-19, report the results of our regional listening sessions, and present personal stories of how this data impacts lives and communities. The PDG team would love to hear your reactions and suggestions to enhance this research. Email them at: wipdg@wisconsin.gov.



TRAINING THURSDAYS IN OCTOBER

Offered by:

Northern Regional Center
Children and Youth with
Special Health Care Needs

Each live session occurs twice, from 12:30-2 PM and then from 6-7:30 PM (Oct. 1, 8, 15, 22 & 29) over Zoom. Families registering at least two weeks in advance can receive a package of resources and goodies in the mail including activities and fidgets to keep kids occupied during the session. You can register for all 5 sessions or just the ones that you need.

For registration information and resources go to: <http://northernregionalcenter.org/fall2020/>
Contact CYSHCN Toll Free: 866-640-4106 or via email at specialneedsinfo@co.marathon.wi.us to register over the phone or for other information. Co-sponsored by the Wisconsin Adoption & Permanency Support, Family Voices of Wisconsin, and the Youth Health Transition Initiative



Childcaring is supported in part by:



Wisconsin Department of
Children and Families

Xav tau kev pab pes/txhais daim ntawv xovxwm
no thov hu tuaj rau
Kao Lai Xiong 715-841-9490
Hnub Monday-Friday 8:30 txog 4:30



We would like to wish you and your family a happy holiday season.
We look forward to working with you in the new year!

Vision

For all Central Wisconsin children to benefit from the best child care possible.

2020 Childcaring Board of Directors

Brad Gast, President

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Joan Krohn, Secretary

Jane Brandt

Annett Mooney

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Tina Smith

Nancy Vance

Barry West

Board Spotlight

Hello, my name is Tina Smith and I am a member of the Childcaring Board of Directors. I am one of the newest board members as I have only been serving for about 9 months. I was thrilled when I was asked to be a part of this amazing organization as I have a true passion for wanting all children to be safe. I live in a rural community with very limited daycare options and I am hopeful to assist in bringing more childcare options to my community.

I have a Bachelors of Science in Sociology with a Minor in Social Work and I am a Wisconsin Certified Social Worker. I have had the privilege of working with all sorts of populations and families throughout my 20 years of Social Work. I have worked with adults and children with mental health concerns, developmental delays, drug addictions and poverty. For the last 14 years I have worked in the Children and Families Division at Adams County Health and Human Services. This agency has been my family and my team for numerous years. I have removed children, assisted in adoptions, placed youth in detention centers, and reunified families. For the last 5 years, I have licensed foster homes and run the Kinship Care Program. Both of these programs are designed to assist the individuals that are caring for children. Throughout my experience at Human Services, I have come to appreciate the team of my division. A Social Worker cannot make that child safe alone. It takes a team of professionals and family members to assist in making that child safe. I have been so lucky to work with an amazing team that shares my passion for families and their children.

My husband I have been married for 17 years and have 2 wonderful children. We moved to Adams-Friendship in 2006 after the birth of my first child and absolutely love living in rural Wisconsin. You will typically find me enjoying nature, camping, attending a Bucks game or attending a sporting event that my children are a part of. My husband and I continue to volunteer for projects, boards or other activities in our community as we believe in Green Devil pride.

Thank you for welcoming me to your organization and thank you to the Childcaring staff and the work you do!

