



Issue #51
July, August, September 2022



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Office hours:
Monday-Friday 8:30am - 4:30pm
Limited Office Coverage M-Th
Additional office hours available
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

Every Child Deserves the BEST Child Care Possible!
Early Childhood Professionals Needed – Contact Childcaring

“Our Child Care Provider is so caring, attentive, and compassionate to the kids! My son and daughter both love her and love going to daycare! Such a comforting feeling that you never have to worry about the care they are receiving when you are not around. We would be lost without her care!” - *Parent Comment on Provider Appreciation Survey*

Quality early care and education promotes: healthy brain development in children, support for working families, economic impact, school readiness, lifelong skills, and more. However, a steady decline in child care providers is making it challenging for children to get the care they need.



Child care providers are needed. Over the past 10 years, the central Wisconsin area has lost over 400 regulated child care providers. “We have heard from parents that they may lose their job or may need to quit if they don’t find child care. Parents are sometimes put on waiting lists that can be out a year or longer,” Childcaring Executive Director Kelly Borchardt said.

Increasing the number of child care providers in central WI is important work. If you or someone you know is interested in providing child care, contact Childcaring. Start up grants are available. Eligible providers have used start up grant funding to purchase equipment, materials, and classes required to obtain regulation. To learn more about providing child care register for an upcoming:

- **FREE Virtual Information Session on Child Care Start Up**
Thursday, July 7th (12:30-2:30pm) Register before, Thursday, June 30th.
(Additional start up sessions will be offered: Tuesday, September 20th and Wednesday, November 9th)
Contact Childcaring: 1-800-628-8534 or visit: www.childcaring.org.



Childcaring offers programs and support for those interested in providing child care. We share information regarding the benefits and process of becoming regulated (certified or licensed) along with critical business planning tools such as market rates. FREE foundational trainings are now available [\(see more on this newsletter training page\)](#) and Childcaring provides pre-licensing technical assistance to individuals pursuing a child care license. Once a child care provider is regulated, Childcaring also provides FREE referrals to their program.

Continued on page 3

YOUNGSTAR CORNER

Information Emailed 5/16/2022

Dear Early Childhood Professionals and Stakeholders,

WI Dept of Children and Families (DCF) has issued an intent to award a new contractor for YoungStar (YS) services. The current contract administrator, Supporting Families Together Association (SFTA), submitted a Letter of Protest on May 3, 2022. All YS services will continue as normal, for now. **The Child Care Resource & Referral (CCR&R) agencies across the state, including Childcaring, remain available to offer child care and family support related services.** We are very proud of the exceptional YoungStar services we provide in collaboration with SFTA. We value the relationships Childcaring has with providers and the successful outcomes that continue to increase the quality of child care for Wisconsin's children.

If you have questions about how this could affect your YoungStar consultation/rating/training services, please contact your YoungStar Quality Coach at Childcaring.

Early childhood professionals and stakeholders have requested a way to share their opinion.

See link to Governor's Office -

<https://appengine.egov.com/apps/wi/governor/voice-an-opinion>

As always, constituents should feel comfortable reaching out to their local legislators about any topic concerning them:

<https://legis.wisconsin.gov/>

Feel free to invite your legislator to connect with Childcaring or their local CCR&R for more detailed information if needed.

Sincerely,

Kelly and Childcaring Staff

NEWLY REGULATED CHILD CARE PROVIDERS:

- **Tammy Tomczak, Little Tykes Learn And Play Childcare LLC Group Child Care Center, Owen**
- **Regina Johnson Family Child Care Provider, Wausau**
- **Angelia Coppernoll, Kiddie Paws Playschool Family Child Care Provider, Montello**
- **Marshfield Clinic Health System YMCA Child Development Center Group Child Care Center, Marshfield**
- **Brianna Peterson Family Child Care Provider, Wisconsin Rapids**

Childcaring Staff

Kelly Borchardt ~ Executive Director

Micki Krueger ~ Assistant Director

John Jacobs ~ 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
Becky Helf 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
Deb Decker 715-898-2220

*Continued from page 1:
Every Child Deserves the BEST Child Care Possible!*

Early childhood professionals aren't just babysitters. Child care providers keep our children safe, nurture their curiosity, and prepare them for a lifetime of learning and growth. "Until we're able to recognize how important child care is in the early years as a community as a society, I think we're going to continue to struggle," Childcaring Executive Director Kelly Borchardt said in reference to the lack of affordable, quality child care options for families. 7 Investigates Emily Davies digs into this complex issue in a special series, Daycare Dilemma. You can watch the series each Wednesday on NewsChannel 7 at 9 and 10. View the series website here: Daycare Dilemma (<https://www.wsaw.com/community/daycare-dilemma/>).

Support a Quality Early Childhood System! If you, or someone you know, enjoys helping children and families, contact Childcaring to learn more about starting a child care business. We are available to help answer your questions and provide you with early care technical assistance and resources.

Order Your "Support a Quality Early Care System" T-Shirt before Friday, July 15. (see order form insert)



North Central WI Workforce Development Board
WAI Child Care Project

Let us help you on your way to becoming a certified or licensed home child care provider!

Eligible applicants will receive individualized services and funding to work toward becoming a certified or licensed home child care provider. **Participants who complete certification and/or licensure will receive a \$300 cash incentive.**

Please call **Elsa Duranceau** at **715-598-4004** or email at childcare@ncwddb.org for more information.

The Worker Advancement Initiative (WAI) is a grant program made available by the American Rescue Plan Act Coronavirus State and Local Fiscal Recovery Funds. Service areas include: Adams, Wood, Portage, Marathon, Lincoln, Langlade, Forest, Vilas, and Oneida Co.

WDE is an equal opportunity employer and service provider and
A proud partner of the **americanjobcenter** network

Lena Grow – Make Every Interaction Count in Early Childhood Education

Childcaring will be working with child care programs, classrooms, and teachers, in Marathon County, to work with us and implement LENA Grow!

LENA Grow is a practice-based professional-development program designed to increase interactions with each child in your classroom. Actively learn with LENA Grow without disrupting your existing classroom routines! Using innovative "talk pedometer" technology, LENA helps you learn more about your classroom talk environment.

LENA Grow offers many benefits for your entire classroom community: children, families, and YOU!

By participating in LENA Grow, you will:

- Increase your knowledge of early language and brain development in young children.
- Learn strategies to increase interactive talk.
- Generate and review objective data about the children in your classroom.
- Connect with a certified coach to explore and build on personal strengths.
- Become a LENA Grow certified teacher. (Optional, but encouraged!)

95% of teachers say they either like or love the program — and most love it. **99% would recommend LENA Grow to other teachers.** In addition, over 90% say the program helped them feel more confident in their teaching abilities and increased their overall job satisfaction.

"As a long-time educator, I know how to talk to kids. But LENA Grow really **helped me focus on how to listen** to them. And when you start listening, then you are able to really start building a relationship with each kiddo." — Judy Berdan, teacher, Head Start Marathon County

Learn more about LENA Grow at: <https://www.lena.org/lena-grow> and watch for more information from us soon! Or call Childcaring at 715-841-9490. Let us know if you are interested in participating.





Training Opportunities

Scan this QR code or visit our website to view our online training calendar for the most up-to-date training opportunities.

Register Online for Childcaring Trainings

To register for individual trainings, visit www.the-registry.org, click Search for Trainings and search by Course Title. Training information is sent to the email address listed in the Registry. You need to have a current and unique email address in your Registry profile. If you do not receive the information, check your spam/junk mail or contact Childcaring.



Wisconsin Breastfeeding Friendly Child Care Provider Training

This training supports the efforts of the Wisconsin Breastfeeding Friendly Child Care Initiative and builds on the information provided in the Ten Steps to Breastfeeding Friendly Child Care Centers Resource Kit. The training is appropriate for both family and group child care programs. It explains the importance of breastfeeding support in the child care setting and describes how providers can implement policies and practices to best serve their families.

The new Wisconsin Breastfeeding Friendly Child Care training (formerly called the 10 Steps to Breastfeeding Friendly Child Care Training) is now live on the Wisconsin Breastfeeding Coalition's website:
<https://www.wibreastfeeding.com/wi-initiatives/breastfeeding-friendly-childcare-project/breastfeeding-friendly-child-care-online-training/>

Free Child Care Foundational Training Now Available!

DCF and training instructor partners have listened to your requests for accessible and affordable training and support. In response to the workforce shortage in child care, we are pleased to announce that free Child Care Foundational Training is now available. Individuals who begin one of the courses listed below on or after June 1 are eligible for this program.

The Child Care Foundational Training courses covers the following noncredit trainings delivered in person or in an interactive online or interactive correspondence format:

- Introduction to the Child Care Profession
- Fundamentals of Infant and Toddler Care
- Fundamentals of Family Child Care
- Skills and Strategies for the Child Care Teacher

See DCF's website for additional information, a media bundle, and FAQs, including which training agencies offer these courses and how you can sign up.

Childcaring is working to finalize training details. Please watch for more information coming soon.

Abusive Head Trauma

Abusive Head Trauma Prevention Training for Child Care Providers – Presented Virtually
Gain awareness of AHT, its adverse consequences and how it is preventable.

- August 11
- November 10
- 12:00pm-2:00pm
- Register week prior/\$15

CPR with AED

The training will provide participants with Infant, Child, & Adult CPR. Childcaring, Mosinee 6:00pm-9:00pm. Call Childcaring to register.

\$45 / Book: \$5

- September 19
- October 17
- November 14

Watch Your Email for More Fall Training Info!
Upcoming Trainings – Dates TBD

Discovering Science – In person, Mosinee

The course will walk providers through strategies on how adults can support children's experiences with science. Science will be explored through hands on activities. Additionally, participants will learn how to incorporate science materials in their learning environment specific to the Environment Rating Scale.

Math Matters – In person, Stevens Point

Utilizing children's natural curiosity, within their everyday play, educators will learn how to support and strengthen a child's interest and development around math concepts. This engaging, hands on training will provide time for educators to better understand how to put the Wisconsin Model Early Learning Standards mathematical thinking developmental expectations into action

Art in Action – Online

The training will walk providers through approaches on how adults can support children's creative experiences in art. Art will be explored through hands on activities. Additionally, participants will learn how to integrate art materials and concepts in learning experiences and exploration in their environment specific to the Environment Rating Scale.

Strengthening Families in Early Care & Education with Mandated Reporter – Online

This training makes the connections between the factors that prevent child abuse and neglect and the strategies that quality early childhood programs can use to build them up. This training includes a component that will meet the licensing requirement of bi-annual training in child abuse and neglect.



Trauma Informed Care 101: It's All About Connection

Presented by Scott Webb, Trauma-Informed Care Coordinator supporting the WI Dept of Health Services & UW-Madison School of Medicine and Public Health

Wednesday, Sept. 28 1:30pm-4:30pm NTC-Medford Campus
Thursday, Sept. 29 8:30am-11:30am NTC-Wausau Campus
Thursday, Sept. 29 1:30pm-4:30pm NTC-Antigo Campus

Even before the COVID pandemic, trauma was widely prevalent in our society. The collective trauma we are all experiencing now as the result of this pandemic has only exacerbated the issue. Moreover, trauma has negatively affected organizations taxing already stressed systems of care and practitioner wellness. Trauma-informed care is an intervention and organizational approach that focuses on how trauma may affect an individual's life and their response to services. This presentation will examine the adverse childhood experiences (ACEs) study and explore the many faces of trauma and its prevalence in society. We will discuss how the application of the six values of trauma-informed care drive connection and can be applied in multiple service settings. Never has this topic been more relevant and needed to serve each other and those depending on us for help.



Scan the code or register online at bit.ly/TIC101
\$20 per person - 3 CEUs available



Watch for Fall Parent Café Dates!



with Regulated Child Care Provider:

**Cindy O’Sullivan, Director,
Pacelli Catholic Schools Early Childhood**



What does staff enjoy most about working in early care and education?

I choose to work in child care because I enjoy working with children. I enjoy watching them develop socially, emotionally, and academically through play. I like to observe the learning process as children get excited when an idea is taken from a simple concept, to mastery of it. I also love to see their smiling faces each day as they walk through the Early Childhood Center doors knowing that they are here for another day of fun with their friends. We partner with parents as an advocate for their children so it is exciting when we can help build the foundation for lifelong learning. Child care is gratifying for me as each day brings new challenges and the opportunity to improve a bit more than the day before.

What was your favorite part about participating in the Virtual Huddles for Child Care Providers?

The best part of participating in Childcare Huddles is getting together monthly to talk with colleagues (child care providers, Directors and YoungStar Consultants) to discuss ideas and to get different perspectives on the multitude of topics offered each time. It also helps me to remember that we are all here for the same reason, the children. It’s wonderful to be able to bounce ideas off others who have maybe experienced similar situations at one time or another. So many providers bring a plethora of information to the table and are willing to share this wealth of information when we listen in the huddles. Huddles have become a learning tool in itself for me as I am always eager to learn and apply new information to my job.

How has YoungStar helped your program grow?

Our Center has recently moved from a three star to a four star on the rating scale with YoungStar which is extremely exciting for us. Our YoungStar consultant is fabulous. She gave continued support, feedback and awesome ideas and suggestions on how to improve as a Center and how to excel as teachers. She provided suggestions regarding lesson planning, room set up and configuration of centers, provided developmentally appropriate toys in those centers, and made sure the classrooms met YoungStar requirements for developmentally appropriate environments which was extremely helpful for our improved rating. We couldn’t have done it without her expertise.



Changes to REWARD and TEACH Programs

WECA is excited about several upcoming changes to the REWARD Wisconsin Stipend and T.E.A.C.H. Early Childhood® Wisconsin programs, thanks to significant funding increases. The new funding allows enhanced supports for Wisconsin’s early childhood educators (ECE) and their educational and professional journeys. To stay informed, please visit:
<https://wisconsinearlychildhood.org/RTexpand/>

Good Start Grants



Helping Eligible Families pay for child care!
(up to 85% of child care tuition)

Childcaring
Central WI Early Education Resources

For more information scan the QR code or visit:



<https://childcaring.org/needhelpaying>

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Director Cohort –

Supporting Teachers to Create Healthy Environments and Longevity

Directors continue to seek the answer to a question that seeps into all conversations and across the work force. How do directors support teachers to create healthy environments and longevity? In an attempt to be proactive vs reactive, directors are searching for systems to have in place to support teachers and the needs in the classroom. The directors have a good understanding of turnover and the deficit it leaves the program in. What is puzzling is how to stop it? Or at least minimize it? This makes for many more questions than answers.

The directors viewed videos from the book, “Coaching with Powerful Interactions.” The directors were able to review and discuss observation, goal setting, mentoring, and coaching. The videos showed one-on-one conversations between teacher and director. These examples showed strength-based reflective practices which foster trust and support.

The Director Cohort continued their quest for answers about support and had the privilege of a guest speaker from DCF, Jason Rahn. The presentation titled, “Supporting Those Who Support Others,” touched on three topics; Supporting Your Program (setting expectations through program policies), Supporting Teachers (seeing things differently), and Supporting Children (who have behaviors that are challenging to adults). The information-packed session explained the importance of an adult’s reaction to a child’s behavior and how to support adults and children. To start, Jason posed questions about policy and its impact and importance on procedure in a program. He states, “The best way to support the teachers, staff, and families in your program is to develop expectations and procedures for how your program will respond to challenging behaviors”.

When considering the role of the director, support the teacher. Jason spoke about our perspective and seeing things differently. He zeroed in on “perspective” and “perspective taking” which are two different things to consider. Everyone is aware of their own perspective, but do we have the ability to open ourselves up to see beyond what we believe to experience what others may be feeling and understand it? To conclude, Jason spoke about supporting the children. He highlighted positive approaches, function of the behavior, the meaning behind the behavior, supports, and resources. The tremendous amount of time and knowledge put into this presentation was greatly appreciated by all participants. They walked away with several strategies, resources, and questions to ponder. This presentation proved to be enlightening not just for our work in child care but who we are as people.



PRESS RELEASE: May 31, 2022 Wisconsin Department of Children and Families

DCF Announces Project Growth Grant Recipients

Over \$20 million awarded to local communities and businesses across Wisconsin

MADISON – The Wisconsin Department of Children and Families (DCF) announced May 31, 2022 the award of over \$20 million in Project Growth grants to 28 cross-sector community teams and over 100 businesses to help solve the challenges facing Wisconsin’s child care system and bolster the state’s economy.

“We have seen in various communities across the state that when business, economic development, early learning, and other community partners come together and innovate, we all benefit,” said DCF Secretary Emilie Amundson. “These grants are helping us kickstart and build those partnerships, as well as find innovative and sustainable child care solutions that can be modeled in communities and businesses across the state.”

During the five-week application period the Project Growth grant program received a large amount of interest with over 660 Partner Up! applications and 39 Dream Up! applications. While funding was limited, DCF was able to award grants to communities and businesses in each region of the state, with an emphasis on areas deemed child care deserts.

Access the full press release and view all of the award recipients on the DCF website.



Congratulations to the Dream Up Awards in Central WI:

Marathon County
Adams County Childcaring Alliance
Medford Area Public Schools (Taylor County)
Lincoln County Social Services

Congratulations to the Partner Up Awards in Central WI:

Beyond Ordinary LLC, Portage County
Feltz’s Dairy Store, Portage County
Huey’s Hideaway Children’s Museum, Taylor County
Star Business Machines, Inc., Portage County
Trinity Learning Center & Preschool, Portage County



Please support Childcaring when shopping. It doesn't cost you anything extra. You Shop. Amazon gives. Here's how:

- To shop, enter: <https://smile.amazon.com/ch/39-1673734>
- Your account, password, and settings are the same
- You'll get the same products and prices, with the bonus that Amazon will give .5% of the purchase price from your Amazon order to Childcaring.
- You can also turn on AmazonSmile in the shopping app to generate even more donations

Thank you for your support!

Reminder:

2022 Coupon for Free Wisconsin Registry Membership TAKE ADVANTAGE TODAY!

A coupon for FREE Registry membership and renewal is now available through funding provided by the Department of Children and Families through the Preschool Development Grant (PDG).

All individuals, who are currently employed at a regulated child care program in Wisconsin AND have their current employer listed on their Registry Profile, are eligible to use the coupon. The coupon will be available only as funding allows. The Registry will also send future communications regarding the amount of funding available.

https://wiregistry.org/free-membership/#Using_the_Coupon_Code



Early Childhood: Child Find

Childcaring - A Community Partner in the Informed Referral Network

Child Find is a continuous process of public awareness activities, screening and evaluation designed to locate, identify, and refer as early as possible all young children with disabilities and their families who are in need of an Early Intervention Program (Part C) or Early Childhood Special Education (Part B) services of the Individuals with Disabilities Education Act (IDEA). School districts are required to locate, identify and evaluate children with disabilities within their attendance area. To assist in this child find process, districts have developed "Informed Referral Networks." An Informed Referral Network is comprised of community partners, including Childcaring, that work together to serve young children and their families. Relationships with community partners have proven to be the most effective practice in identifying children with disabilities. These partnerships provide an opportunity to learn more about screening young children and providing information about community resources. This community network refers children who may have a disability and a need for special education. For more information about Child Find, please contact Childcaring or visit: Early Childhood: Child Find | Wisconsin Department of Public Instruction



DCF: June 2 Child Care Provider Update

Summer Heat Safety - Tips to Ensure that Summertime Fun Remains Safe

Summer welcomes warm weather and sunshine after months of snow and frigid temperatures, along with the opportunity for outdoor play! DCF has compiled some reminders to ensure summertime safety.

Inclement Weather: Licensing and certification rules require children have time to play outdoors unless there is inclement weather. Inclement weather during the summer is defined as heavy rain or temperatures above 90° Fahrenheit. Now may be a good time to review and update sunscreen and insect repellent authorizations.

Playground Safety: A child's body temperature rises 3 to 5 times faster than an adult's, making them more vulnerable to heatstroke. Be sure that children have ample access to drinking water, as well as shaded areas to rest beneath. It may be beneficial to review symptoms of heat-related illnesses with staff.

Transportation Safety: According to the National Safety Council, an average of 38 children die per year in hot cars as of October 2020, and 53% of incidents involve a parent or a caregiver forgetting the child was in the vehicle. Wisconsin administrative rules for all regulated programs prohibit a child from being left unattended in a vehicle. Always remember to look before you lock!

Contact your licensing specialist or certification agency with any questions.

Additional Heat Safety Resources

DHS-Preventing Heat-Related Illness and Severe Weather Awareness: <https://www.dhs.wisconsin.gov/climate/weather/heatillness.htm>

Where's Baby? Look Before You Lock Tip Sheet: <https://www.acf.hhs.gov/informate-july-2014>

2022 Wisconsin Farm Technology Days Roehl Acres Farm & Rustic Occasions

N7779 County Highway K, Loyal, WI 54446

July 12 - 14, 2022

Look for Childcaring information at this Clark County Show! The Wisconsin Farm Technology Days is the largest agricultural show in Wisconsin and one of the largest in the nation. The three-day outdoor event showcases the latest improvements in production agriculture, including many practical applications of recent research findings and technological developments. Wisconsin Farm Technology Days provides visitors the opportunity to see and talk with more than 600 commercial and educational exhibitors.

Childcaring is supported in part by:



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.

Vision

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



Staff Spotlight

Hello! My name is John Jacobs, and I am the Financial Manager for Childcaring. I am the newest member of the team, and began working here in March 2022. I have a Bachelor's Degree in Business (Accounting/Economics) from UW-Oshkosh, and have attended UW-Oshkosh for a Master's Degree in Public Administration. I also am a Certified Government Finance Officer and Certified Public Finance Officer. I have worked for 40 years in customer service, and have spent over 38 years in the accounting profession. I have worked in the hospitality industry, a CPA accounting firm, several small businesses, and 29 years in the government sector. When I retired from full-time employment in Jan 2020, I found a local church to work for part-time during the past 2 years. But then the Childcaring position became open, and I now split my time between the church and Childcaring, which is a perfect fit for me. In my role at Childcaring, I assist the Executive Director, Assistant Director, and Board of Directors in monitoring the budget and financial reporting for the organization. I also support staff members in tracking individual grant revenues and expenses, as needed.

I am originally from the Oshkosh/Fond du Lac area, and moved up to the Wausau Metro area to work for the Village of Weston in 2000. I love the area up here, and don't plan on moving back to the Fox Valley. In my spare time, I enjoy traveling the United States and Canada by car to see the country. I have been to 42 states and 6 provinces to date. All Wisconsin teams (Brewers, Packers, Badgers, and Bucks) are on my sports radar to follow.

Finally, as my 3 adult nieces all get married and move to different parts of Wisconsin, it will be enjoyable to watch them start their own families and raise their little children. My fondest memories were when I spent time with my 3 little nieces as "little girls", and they would convince "Uncle John" to go shopping for fireworks every July without their mother (my sister) tagging along, so that we could purchase the scariest fireworks possible. My sister was not impressed, but the girls and I had a blast!

What did you enjoy playing most as a child?

As a child, I grew up on a crop and poultry farm, and spent a lot of time outside playing with my miniature size farm machinery (John Deere tractor, plows, and dump trucks) in the garden or driveway. When I was indoors, my sister and cousins and I would play with Legos, Lincoln Logs, and board games (especially Monopoly, since I liked to be the "banker" all of the time). I wonder if that is why I got into the accounting profession?

2022 Childcaring Board of Directors

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