FNHA AHSOR Licensed Child Care Conversion Spaces Funding Presentation

Aboriginal Head Start On Reserve (AHSOR)

September 2021
Lorrie Pada  
Head Start Advisor  
Interior Region

Lynne Bomford  
Head Start Advisor  
Northern Region

Tara Mclaughlin  
Head Start Advisor  
Fraser & Vancouver Coastal Regions

Denise Lacerte  
Senior Specialist  
Healthy Children & Youth  
* Vancouver Island  
Regional Support

Bonnie Labounty  
Funding Arrangements Advisor  
* Vancouver Island  
Regional Support
Introduction

Since 2017, FNHA has partnered with MCFD on several Aboriginal Head Start On-Reserve (AHSOR) initiatives. The latest initiative is the AHSOR Licensed Child Care Conversion Spaces Funding. BC Budget 2021 supports reconciliation through a range of new investments that support the health and well-being of Indigenous peoples and communities. This includes $20 million over three years to add 400 additional spaces to the Aboriginal Head Start (AHS) program in the province. $8.66M in operational funding is allocated per year to convert 400 Indigenous child care spaces to the AHS program model, making them no-fee, holistic child care programs inclusive of wrap around family supports and inclusion.

To achieve the goals of this next expansion project the Ministry of Children and Family Development (MCFD) has again partnered with FNHA and Aboriginal Head Start Association of BC. FNHA will receive up to $4.33M annually to do this work, converting 200 Child Care Licensed spaces On-Reserve, potentially converting approximately 40 spaces per region.

The purpose of this funding is to convert Existing BC First Nation Licensed Child Care over to an FNHA Aboriginal Head Start on Reserve (AHSOR) funded programs.
About FNHA Aboriginal Head Start on Reserve (AHSOR)

AHSOR programs are BC First Nations community–based, “no-fee” early learning and Child Care programs that support children ages 0-6 years and their families. AHSOR programs focus on six main components: Culture and Language; Education; Health Promotion; Nutrition; Parent and Family Involvement; and Social Support.

Communities deliver their programs to meet the needs of their community such as: Daycare and/or Preschool with After School Care and Outreach Model. For this funding, successful applicants will engage in an FNHA SET Health Agreement and will deliver AHSOR Child Care with this funding.

If you require further support with this Application and/or Regional Information, please contact your AHSOR Regional Program Advisor and/or visit our website page at: https://www.fnha.ca/what-we-do/maternal-child-and-family-health/aboriginal-head-start-on-reserve
Timeline of Activities:

Application are due Thursday October 21, 2021 by 4:00pm.

Late applications will not be accepted. Applications reviewed and internally processed between October –November and approved by FNHA Senior Executive. Funding and new community agreements will be in place January 2022. Communities will be required to submit regular status reports. All projects must be fully operational before March 31, 2022 under the current pandemic conditions.

Communities must agree to provide regular status updates and reporting as requested by FNHA in order to be eligible for this funding. All communities need to be in good standing with FNHA reporting and accountability to be eligible to qualify to receive this funding.

All current part time AHSOR-funded and unfunded Licensed Child Care programs whom are seeking to operate full time are able to apply for this Funding through FNHA if they meet the eligibility criteria.
Funding Timelines of Activities - Key Dates

Step 1: Application & Presentations are made available September 28 and September 29, 2021.

Step 2: Communities complete Application.

Step 3: Application Due before 4pm Thursday October 21, 2021.

Step 4: Applications reviewed & Internal Decisions finalized.

Step 5: Communities receive notification in December 2021 and Funding Agreements will start in January 2022.

Step 6: Licensed Programs must be fully Operational before March 31, 2022.

Step 7: Communities submit Updates, Reporting as defined in Funding Agreement.

Step 8: Communities submit Updates, Reporting as defined in Funding Agreement.

Step 9: Communities submit Updates, Reporting as defined in Funding Agreement.
Eligibility

To be eligible to apply, you must:

1. Be an Existing Licensed BC First Nations On-Reserve Child Care Facility or “Soon to Open” Facility (but must be operational by March 31, 2022). First priority will be given to unfunded FNHA First Nations On-Reserve Licensed Child Care programs offering full-day fee-based services; Second priority will be selected upon applications that meet all other eligibility criteria.

2. Child Care Programs must already be accessing Child Care Operating Funding (CCOF)/Child Care Fee Reduction Initiative (CCFRI) in order to be eligible.

3. Half-day or Part time Licensed AHSOR programs may also be eligible to increase delivery to a full time AHSOR Child Care. Please keep in mind the intent would be that the Child Care program would be in full operation 12 months per year.

4. Must be in good standing with FNHA Reporting and Accountability.

5. For the Existing Licensed BC First Nations On-Reserve Child Care Facilities you must submit a copy of your current Child Care License.

For the “Soon to Open” Facilities: you must submit documentation that confirms your Licensed Child Care Facility will be open and fully operational before March 31, 2022. For example: an email or confirmation document that demonstrates your Application is in the Final Process with the Child Care Licensing Officer.
6. You must submit your fully completed Application prior to the deadline of Thursday October 21, 2021 by 4:00pm.

Please note: communities accessing this Provincial AHSOR funding stream will not be eligible for future Provincial funding such as: CCOF/CCFRI and Aboriginal Supported Child Development Funding (ASCD), nor will families at these sites be eligible for the Affordable Child Care Benefit (ACCB) Subsidy as this is a single funding stream model offered at no cost to families.

*Please note- you can reach out to your Regional Head Start Advisors whom can further assist you. For the Vancouver Island Region you can reach out to either Denise.lacerte@fnha.ca Phone (604) 209-1434 or Bonnie.Labounty@fnha.ca Phone (250) 280-6191

Submit your application to HCYD@FNHA.ca or via fax to 604-666-3867 before Thursday October 21, 2021 at 4pm. Applications submitted after the deadline will not be accepted.
# Section 1- Community information

| 1. Community Name: Alexander First Nation |
| 2. Program Name: Little Eagles Nest |
| 3. Are you a Treaty Community: YES ☐ NO ☒ |
| 4. Band Number: 444 |

**Please note** - We may need to be in touch with you to follow up on your application. If and when the primary contact is not available we ask that you list up to two other contacts who are knowledgeable about this application that we could contact for further information.

| 5. Do you currently receive FNHA AHSOR Funding? Yes ☐ No ☒ |
| 6. Do you have a Health Service Agreement with another First Nation Community or Collaborative to provide Aboriginal Head Start On-Reserve services? Yes ☐ No ☒  
*Please note* - successfully funded applications that do have a Health Funding Arrangement with FNHA would then enter into an agreement between the First Nations Health Authority. The recipient regarding the delivery of Health programs and Services: includes all schedules, the program plan, terms and conditions and new funding letters. Name of First Nation community collaboration: Click here to enter Name. |

| 7. Do you currently operate an Unlicensed, Soon to Open or Licensed Child Care program?  
1. Unlicensed Child Care ☐  
2. Soon to Open Licensed Child Care ☐  
3. Licensed Child Care ☒ |
| 8. Does your existing Licensed Child Care Program(s) apply for any of the following Provincial funding streams?  
1. Child Care Operating Funding (CCOF) ☒ Yes ☐ No  
2. Child Care Fee Reduction Initiative (CCFRI) ☒ Yes ☐ No  
3. Affordable Child Care Benefit (Subsidy) ☒ Yes ☐ No  
4. Aboriginal Supported Child Development (ASCD) ☒ Yes ☐ No |

| 9. Mailing Address: 4591 Spirit Road, Vancouver BC V2P 0B4 |

| 10. Primary Contact 1: Laura Jane Williams  
Title: Program Supervisor  
Email: LauraJW@yahoo.ca  
Phone/Extension: 604 555-9999  
Cell Phone: 250-455-5555 |

| 11. Primary Contact 2: Jonny Baker  
Title: Health Director |

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Please note- Each community is able to apply for this funding on their own and does not need to be through the Community that receives the current FNHA AHSOR funding. If you are unsure about your Agreement type, contact your Regional Head Start Advisor.
### Section 2- Community Need

13. Please tell us how many children are in each Category?

<table>
<thead>
<tr>
<th>Category</th>
<th># of Licensed Child Care Spaces</th>
<th># Currently Enrolled</th>
<th># of Children on a waitlist</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 36 months</td>
<td>2</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>30 months to School age</td>
<td>6</td>
<td>6</td>
<td>4</td>
</tr>
</tbody>
</table>

Are there children attending that require additional staffing supports?  ☒ Yes  ☐ No
Section 2- Community Need cont..

14. Did your community apply for the MCFD New Spaces Child Care Funding?

☐ No, we did not apply for the MCFD New Spaces Child Care Funding.  
   If you selected No here, Please proceed to question 15.

☐ Yes, we applied for the MCFD New Spaces Child Care Funding. If you selected Yes, what  
   date did/will you open your Licensed Program? Click or tap to enter a date.

15. Describe your current Licensed Child Care Enrollment situation and identify any Barriers  
   and Successes regarding Enrollment. Please include strategies that you have applied to  
   address your situations.

We have a Multi-aged License Program and we have a waitlist of 7 and cannot support all  
   of the families within our community which is a huge barrier. We have four year olds  
   transitioning into the K 4 program. Part of our community successes in our partnership  
   with our Language Program. Once per week the Language Program shares an Elder with  
   our program. We also partner with the Band School for smooth transitions for the K4’s and  
   for transportation. Our Outreach staff currently supports families on the waitlist.
Section 3 – Community Readiness

16. Describe your Organizational process related to Operations, Administration and Management. This FNHA AHSOR Child Care Conversion Project requires an internal coordinated approach such as: Delivering the AHSOR 6 Key Components into your overall programming; incorporating the AHSOR 6 Key Components into your Daily Schedule and Curriculum; Submitting Narrative and Financial Reports on time and Managing Budgets (Coordinating with the Finance Team/Bookkeeper).

Little Eagles Nest is overseen by our Health Department Director Jonny. I the Supervisor of Little Eagles Nest, collaborate with the Book keeper and Health Director do the reports and budget. We have Language and Culture apart of our daily schedule and curriculum and have an Elder who attends our program once per week. We are aware of the 6 Key Components and want to learn more so our children and families can benefit from this AHSOR program. We invite our community Knowledge Keepers to participate and share their teachings with our children.
17. Describe your current Child Care Employees and Community Involvement level (prior to COVID).

We currently have 3 qualified ECE’s. And a part-time Outreach staff. We have a few Elders in the community who invite to participate once per week. Two of the Elders are employed by the Language Nest Program.
Section 4 – Child Care Conversion Transition Plan and Financial Information

18. Please describe in full detail your current Child Care Financial overview. You will need to attach your Program Budget from April 2020-March 2021. We have provided a Sample Budget for you to use, however you may include your own document(s). Please list below all Program Funding Revenue Sources and Amounts- Federal and Provincial. For example: Nominal Role (ISC K4 Funding); Language Nest Funding; First Nations Inuit Child Care Initiative; Corporation sponsorship; MCFD Aboriginal Service Innovation or Aboriginal ECD Funding.

<table>
<thead>
<tr>
<th>YR-20-21 Child Care Budget</th>
<th>Annual Budget</th>
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</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
</tr>
<tr>
<td>Parent Fees</td>
<td>$0.00</td>
</tr>
<tr>
<td>Wage Enhancement</td>
<td>$8,736.00</td>
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<tr>
<td>Subsidy</td>
<td>$63,600.00</td>
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<tr>
<td>Corporation Sponsorship</td>
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<td>ASCD</td>
<td>$57,558.00</td>
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<tr>
<td>CCFRI</td>
<td>$12,720.00</td>
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<tr>
<td>CCOF</td>
<td>$7,700.00</td>
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<tr>
<td>Band Contribution</td>
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<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td><strong>$220,314.00</strong></td>
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</table>

Our parent fees are listed as $0 as all of our family’s access subsidy and we access the Child Care Fee Reduction Initiative. We have one child in our program with extra needs and receive funding from Aboriginal Supported Child Development (ASCD). We have one full time ECE staff position that is funded by ASCD. We currently receive funding and sponsorship from a local Corporation and have for the past five years. We also receive a Band Contribution funding which covers Rent, Utilities, Audit and repairs and Maintenance Fees.
<table>
<thead>
<tr>
<th>Month</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>TOTAL EXPENDITURES</th>
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<tr>
<td><strong>Revenue</strong></td>
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<tr>
<td>Bank fees</td>
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<td>$0.00</td>
<td>$0.00</td>
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<tr>
<td>Wage Enhancement</td>
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<td>$20.00</td>
<td>$20.00</td>
<td>$20.00</td>
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<td>$20.00</td>
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<td>ASCD</td>
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<td>$57,588.00</td>
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<td><strong>CURRENT</strong></td>
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<td>$120,000.00</td>
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<td><strong>Level 2</strong></td>
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<td><strong>Level 3</strong></td>
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<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$120,000.00</td>
</tr>
</tbody>
</table>

**Other**

- Rent/benefit: $10,000.00
- Utilities: $0.00
- Office supplies: $0.00
- Transportation/travel: $0.00
- Insurance: $0.00
- Celebrations: $0.00
- Repairs: $0.00
- Maintanence/repairs: $0.00
- Other: $0.00
-

**Total**

<table>
<thead>
<tr>
<th>Month</th>
<th>Apr</th>
<th>May</th>
<th>Jun</th>
<th>Jul</th>
<th>Aug</th>
<th>Sep</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>$18,359.50</td>
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<tr>
<td><strong>Total</strong></td>
<td>$18,172.50</td>
<td>$416.67</td>
<td>$0.00</td>
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<td>$0.00</td>
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</tbody>
</table>

**Footnotes**

- *Please note staff receive $2/hr in addition to their current base wage rate due to Wage Enhancement Funding*
Section 4 – Child Care Conversion Transition Plan and Financial Information cont..

19. Describe how the FNHA AHSOR Child Care Conversion Funding would create your ideal AHSOR Program. Please highlight any enhanced staffing level changes (ratio and wages/benefits); identify what steps your community will take to transition into this new Delivery Model and how you plan to involve employees, community members, funding partners and other community partners. Identify what supports you may require from your Regional AHSOR Advisor.

We would like to increase the Outreach staffing position from part time to full time and this will allow for the position to receive our full time benefits package. This will further address how we can support the families on our waitlist. To enhance our existing program and convert over to an AHSOR Program we will need the support of the FNHA AHSOR Regional Advisor. We would like to partner and learn how can implement the 6 key components into our program and how we can participate in AHSOR workshops and/or training. We will be hosting a community Zoom meeting to ensure our members voices are heard.
20. Please tell us about your current Employee, Qualifications and Wages. Tell us about your current Employee wage grid and benefit package for your Child Care or within your Community. Please note we only require the Child Care employee wage grid if your wage grid includes other positions within your community. Please tell us if you receive the BCACCS Wage Enhancement Funding and the supplement to the base wages that have been applied.

The Supervisor of the program is paid $27 per hr for a total of 35 hours per week and they receive 12 days of sick leave per year and 21 days of vacation time with and extended benefit plan (15% to cover benefits). We have 1 ECE that are paid $22 per hr. for a total of 35 hours per week and they receive 12 days of sick leave per year and 21 days of vacation time with and extended benefit plan. (15% to cover benefits). We have 1 part time Outreach staff that is paid $20 per hr. with no benefits. We employ 1 ASCD (worker) qualified staff and it is fully funded by the ASCD program. This full time ECE staff that is paid $25 per hr. for a total of 35 hours per week and they receive 12 days of sick leave per year and 21 days of vacation time with and extended benefit plan. (15% to cover benefits). Our Community ECE base rate position is $19 per hr. and we applied for the BCACCS Wage Enhancement Funding and now the staff receive $22 per hr. Please find our attached Employee Wage Grid and/or Standard Benefit Package.
21. Tell us what your Child Care Rates are for your Program.

The fee for Licensed Child Care Spaces for the under 36 months is: $1,350
The fee for Licensed Child Care Spaces or the 30 months to school age is: $610
Is there anything else you want to tell us? We only have full time spaces, we don’t offer part time spaces
We have met our Regional AHSOR Advisor over email and are hoping to further connect in person to receive her support. We have learned through our Health Director that there are other networking, Education, Training and Social Supports opportunities that FNHA has to offer. We were excited to learn how AHSOR applies the Nutrition program as we want to be able to provide a menu that offers some of our traditional foods.
The Chief and Council of Alexander First Nation acknowledge that we will benefit from this single Provincial Funding stream model and that AHSOR is a no-fee program for families. As we convert our Licensed Child Care over to the FNHA AHSOR Funded Program, we acknowledge that we will not be eligible for Provincial Funding such as: CCOF/CCFRI and Aboriginal Supported Child Development Funding (ASCD), nor will families at this Child Care program be eligible for the Affordable Child Care Benefit (ACCB) Subsidy. We are aware that this Provincial Funding has been confirmed until March 31, 2024.

23. Are you in good standing with FNHA Reporting and Accountability? YES ☒ NO ☐

24. We will require Band and Council Resolution (BCR) in support of this project in order to complete your Application.
On behalf of Little Eagles Nest, I Laura Jane Williams, acknowledge that I have consulted and collaborated with all necessary decision makers and involved parties and we are able to meet all of the funding requirements. We acknowledge that we will benefit from this single Provincial Funding stream model and that AHSOR is a no-fee program for families. As we convert our Licensed Child Care over to the FNHA AHSOR Funded Program, we acknowledge we will no longer access these Provincial funding streams: CCOF/CCFRI and Aboriginal Supported Child Development Funding (ASCD), nor will families at our Child Care program be eligible for the Affordable Child Care Benefit (ACCB) Subsidy. We are aware that this Provincial Funding has been confirmed until March 31, 2024 and this funding will not impact the Federal Funding that we receive.

Printed Name: Laura Jane Williams
Title: Supervisor of Little Eagles Nest
Signed: Laura Jane Williams
Date: October 14, 2021
Appendix 1: Application Checklist

- Review Sample Application (PDF). If you require further support please reach out to your Regional Advisor.
- Completed application. All questions must be answered. Incomplete applications will not be considered.
- If your Community has an Employee Wage Grid and/or Standard Benefit package please attach.
- Previous Program Budget from April 2020- March 2021. You may use your own document or use the AHSOR FNHA Sample Application Budget Template provided.
- Attach a copy of your Community Care Facilities License. For “Soon to Open” Facilities you must submit documentation that confirms your Licensed Child Care Facility will be open and fully operational before March 31, 2022.
- Submit signed BCR before Thursday October 21, 2021 by 4pm.
- Submit application to HCYD@FNHA.ca or via fax to 604-666-3867 before Thursday October 21, 2021 by 4pm. Applications submitted after the deadline will not be accepted.
Appendix 2: Definitions

Child Care Operating Funding (CCOF) - Base Funding assists eligible licensed family and group child care providers with the day-to-day costs of running a facility.

Child Care Fee Reduction Initiative (CCFRI) - Enhances child care affordability by offering funding to eligible, licensed child care providers to reduce and stabilize parents’ monthly child care fees. Child care providers must apply to receive funding. Parents do not need to apply.

Affordable Child Care Benefit (ACCB) - Is a monthly payment to help eligible families with the cost of child care. Factors like income, family size, and type of care determine how much support families can get.

Aboriginal Supported Child Development (ASCD) - enables children who require extra supports to be included in child care settings, preschool, before/after school and community care settings.
Employee Wage Grids. Do you have a wage grid or is there a Standard for Child Care?

The topic of wages and benefits can be a challenging discussion as there are so many variables that can affect the bottom line. FNHA does not make any recommendations in regards to wage/compensation amounts for our Funding Agreements. It’s hard to compare from one Nation to the next because communities can only pay staff based on the revenue they receive so comparing communities can be like comparing apples to oranges.

We are aware there is a Provincial ECE Wage Grid being developed. However, FNHA acknowledges wage grids and benefit packages are determined by BC First Nations communities (for example: the Community Health Office or Health Director and Band Council). Please keep in mind, the AHSOR program is a free program for families.

Some communities do have their own employee wage grid. Besides revenue, there are many inconsistent variable factors that influence wages/compensation that include staff qualifications, budget items (rent/admin costs, travel, etc.), and the caseload to staff ratio.
We are almost ready to move into our new facility, and we will have our Official License in October 2021, can we still apply?

This funding is for Existing BC First Nations on Reserve Licensed Child Care or “Soon to open.” For the “Soon to Open” Facilities, you must submit documentation that confirms your Licensed Child Care Facility will be open and fully operational before March 31, 2022. For example: provide an email or confirmation document that demonstrates your Application is in the Final Process with the Child Care Licensing officer.

We don’t access CCOF or CCFRI Funding, can we still apply?

BC First Nations Licensed Child Care Programs must already be accessing Child Care Operating Funding (CCOF)/ Child Care Fee Reduction Initiative (CCFRI) in order to be eligible for this funding. If you are a Soon to be Open facility you must be Licensed and Operational by March 31, 2022 in order to be eligible to apply.

We don’t really plan for ASCD funding as we don’t often know when/if we will require that support. So how do we plan for this?

This is where we encourage you to consider enhancing your staff to child ratios and include this into your ideal budget. This funding supports an inclusive, holistic wrap around approach for families who attend your Child Care program.
Frequently Asked Questions (FAQ’s) cont..

We receive Wage Enhancement Funding from BC Aboriginal Child Care Society (BCACCS). Will we still be able to receive this funding?

Yes, this should be demonstrated in your submitted 2020-2021 Budget.

We are an Existing AHSOR program however we only offer half or part time, can we still apply?

Applicants must meet all of the eligibility requirements in order to apply. For example: If you are a Licensed Program and receive CCOF and AHSOR Funding and you currently provide a morning Preschool with afternoon Licensed Child Care or you provide a Full day program 3-2 times a week, you would be eligible to offer a Full time all day program for families. Please keep in mind there is a “No fee” for families whom attend an AHSOR Program.
We have a licensed full day daycare and a part time afterschool program, but we are not funded by the AHSOR program. Can we still apply for this funding and what type of agreement is there?

Yes, this funding is eligible for existing licensed child care programs whom are not a funded AHSOR program. Candidates whom are successful for this funding would then convert from a Childcare program to an AHSOR Funded program with FNHA. A Health Funding Arrangement and a Service Agreement would then be developed between FNHA your Community in order for your program to be converted.

If we receive this funding is it true that we can no longer apply for the Child care Operating Funding (CCOF)/ Child Care Fee Reduction Initiative (CCFRI) what will happen going forward?

Going forward, applicants would then access the Provincial AHSOR Child Care Conversion Funding stream. They will not be eligible for CCOF/CCFRI going forward, nor will families at these programs be eligible for the Affordable Child Care Benefit. This funding is meant to be all inclusive and replaces the existing Provincial Funding sources. The goal is to ease some of the Administrative responsibilities and Provincial Reporting requirements. These Provincial Funding Streams will be replaced by AHSOR Child Care Conversion Funding and you will only have one Provincial Funding Report.
Frequently Asked Questions (FAQ’s) cont..

Does this funding allow for any Startup costs or Capital?
No, as the programs are expected to be fully operational.

We have a huge waitlist, can we add more licensed spaces to our Existing License?
You must meet all of the Eligibility requirements for this funding. Extra spaces require licensing approval. This funding does not include any start up or Capital Funding.

I’m having a problem sending all the attachments required for my application to be complete. How can I make this easier?
You can send multiple emails to the HCYD email address with your properly labelled attachments. Make sure to clearly identify in each of the email’s subject lines your Community Name and attachments.

There is also a free online service called “We Transfer”. It allows you to email multiple documents, up to 2GB in total size, all at once. You can choose to create a free account or send your documents as a one-time guest. www.wetransfer.com
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