



A CareGiver Network

“The link that connects all childcare professionals”
NOVEMBER/DECEMBER 2003

OUR MISSION

A Caregiver Network is a nonprofit member organization founded for the purpose of offering support and training to all childcare professionals. Our membership is comprised of family home childcare providers, center owners/employees, nannies, parents and advocates. We believe that both a strong support foundation and continuing education lead to the development of Quality Child Care Professionals.



Your Presidents Message

Hi Everyone!

*It is still so exciting to be a part of such a terrific organization. I have been able to meet and get to know even more of you and I am loving it!
In October the General Membership Meeting and Training were held at my house and it was a total success! We even had Debi*

*Nelson from Metro Referral Service attend. Ann Hobbs led the training on the subject of “Caring for your Community”. She gave out great information on how you, your parents and the children could become more involved in the community around them. It is so important to give of ourselves and to show our children how to do this. I believe that it is true that if you are able to help just ONE person you indeed help ten. This happens because of a chain of events that occurs when you give of yourself to someone. That person will then share with someone, and so on and so on. It doesn’t take much to give. A smile goes a long way when you pass it on to someone. Holding a door open for someone with his or her hands full can be very rewarding. The more you give the more you will receive. I continue to believe this because of all of the rewards I get from giving of myself to you, CareGiver Network Members. When one of you comes up to me and tell me how much you enjoyed a training or an article in the newsletter a warm feeling comes over me. I thank you for that. I hope the upcoming months are rewarding, happy months for you. YOU deserve only the best!
Respectfully, Carol Johnson*



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Quotes for Thought

"As we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence automatically liberates others." - Nelson Mandela

"Visualization, that seeing of that which is not yet, is essential for the attainment of all the good that man may aspire to." - Tehilla Lichtenstein

Referral Report

by Maria Conrad

September referral numbers:

- 36 email requests
- 28 call requests
- 64 total requests

20 referrals given out:

80010	1
80011	1
80013	8.
80015	4
80014	2
80016	1
80112	3



Five C's of Market Research

By Rozey Gean

Concept, Criticism, Competition, Credibility, Common Interest

1. Concept

Every business venture starts with an idea. but, without a good concept - no matter how passionate you are -- odds are your business will fail.

Benefit the Customer

Your concept should fill a void in the marketplace, if it doesn't - find one that does!

A business does not run solely on money, it runs on passion.

Be Passionate

You should enjoy your concept and be excited enough to relay your feelings to your market. After all, how can a consumer get hyped about your product or service if you aren't?

You can survive in business without a large bank account – but unless your passionate about your business, no amount of money will make it sell.

Re-invention

Your concept doesn't need to be a freshly thought idea – but could be an improvement to an existing market. There are all kinds of new businesses that have tried and failed. Perhaps, you could improve something about them and bring them back into the market as " a new and improved" product or service?

Improvement could be as simple as:

- * Better service and quality
- * A new method of delivery
- * Improved technology, etc.

No matter how good an existing idea is - There is always a better way to do it!

Example: The tissue was first offered to the market as the new "face towel." Sales lagged for many years, and it wasn't until it was reintroduced into the marketplace as a "throw-away" handkerchief did it become successful. Their new slogan, "don't put a cold in your pocket," helped an old idea get new success.

2. Criticism

be prepared to accept all criticism. It will help you to improve your concept. Because you are concerned about running your business on minimal dollars, the less expensive criticism will come from friends, relatives, and neighbors. It's far better to receive FREE criticism - than to pay for marketing research that puts a dent in your bank account, but doesn't yield any useful results.

Be prepared to get LOTS of criticism and to put it to good use. Perhaps, a survey in your intended market - could provide some valuable information to be used in making your product better.

Ask questions like: Is there a need? Would YOU buy it? What price would you expect to pay for it? Is there a better way to provide it?

Remembering what we stated above, (there's always a better way to provide a concept) - your received criticism should be used to enhance the product or service before you release it to your



market. This step will save you time and money.

3. Competition

check out how they are providing to their market. There's no doubt in my mind, the expert in the field gets more business. Create a niche in your market and zero in on an idea that has potential for growth.

It's important to remember - don't try to be good at everything - just be good at something! People will remember you for it.



If you are offering a product which is in competition from an existing business, be prepared to handle your business so it answers the following questions:

- * What makes my company different from my competition?
- * Why would my market be better off doing business with me?
- * What can I give to my market to insure a more pleasurable experience by doing business with me over my competition?
- * Does my product or service exceed the expectations of my market?

If you can't answer the above points - and KNOW what makes your product more unique than the competition, you won't be able to relay that to your market.

Refine your marketing

Define the needs of your market by listening to the customers and understanding what their needs are. Does your product fill that need? Is there something more you could do, to make it more attractive to your market? Is your product a solution to a problem in your market? How will you handle customer service complaints? What are you guarantees to your customers?



An Interesting Fact:

Most companies fail to realize, 80% of future company sales will depend on repeat orders and referrals from satisfied customers. Your satisfied customers are the best and cheapest source of advertising; bringing additional business through referrals. Exceed your customers expectations and they'll be back and will refer you to others. Remember, those that have been referred to you, have been presold on your products.

4. Credibility

(Gaining the edge) - Community involvement. People like to buy from friends. The more involved you become with your community, the more friends you will make.

I'm not talking about joining the local YMCA just to make business contacts either. You need to be "sincere" in your approach and willing to work hard for the community you live in. Hard work and perseverance will eventually pay off as members of the community will remember you by your deeds and eventually will refer you to others that need your services.

If you don't have the available time to offer your community, there are other ways you could provide them with your services. Such as:

- * Local charities need something of value to give out as gifts. Perhaps, you could provide T-shirts for the winners?
- * Provide special discount cards to other businesses in your communities.
- * Talking at a local school or college regarding your business.
- * Sponsor a local event where your community would benefit.

5. Common Interests

(Networking) - is a necessity to learn. By networking with other business owners, you have everything to gain and nothing to lose. You will learn new ideas to do business and meet other experienced business owners who can help you exceed in your market.

Some ways to network:

- * Local Chamber of Commerce
- * Rotary Clubs
- * Lions Clubs
- * Volunteering Organizations such as: American Cancer Society, ADL, Unicef, American Red Cross, Turning Point, etc.
- * Business Owners on the WWW - form an online discussion group or chat network where you can share additional information regarding business.



It's better explained as "a small community" made up of business owners, willing to help one another to gain valuable information to be utilized in their market.

Networking individuals are glad to help those in their group. You can join any association and in return, receive valuable leads who will tell others about your business. You could create a database of the business owners you have exchanged



business cards with, and call them in the future to do business or to find additional information regarding a need.

If you can't find a suitable networking group to help you – you could start your own Networking Community - made up of the small businesses located within a 30 mile radius of your own business. 5.1. Perhaps, delegating a printed roster to each business, showing them others in their Networking Community that are available to receive phone calls from another member. 5.2. Or possibly, your networking community could agree to do business with each other? If there is a printer in the group - all the rest in that community would utilize the printing services. 5.3. Is there an accounting person in your community? Perhaps, this accounting firm would get all the tax business from the rest of the community members?

THINK.... there are plenty of ways you could gain exposure for your business. Most ideas, are common sense methods where an individual takes the initiative to get it started! The best part of networking - it's FREE advertising for your business and for you.

Summary:

- * You can turn any idea into a profitable, home-based business. Most larger companies have started their businesses from their living room floors, their basements or their garages. You have the same ability to create a world-wide market, needing your products.
- * If you have an Entrepreneurial spirit, you'll find a way to offer the public something you feel would benefit them.
- * It doesn't necessarily have to be a "new invention" or a new idea. You could take something on the market today, and make it better.
- * To be successful, your business should exceed your customers' expectations.
- * To increase your credibility, you should become more involved with your community.
- * Networking is free - and could provide the most valuable exposure for you and your company.

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Rozey Gean, founder of the Women Entrepreneurs Online Network, (WEON), is a thirteen year veteran to entrepreneurship. Her expertise includes mentoring women in business and sharing her vast knowledge through written works. These works can be read in her popular weekly WEON newsletter and other publications such as Free Electronic Networks and most recently Web Bound Magazine. Subscribe to the WEON Business News at <mailto:subscribe@weon.net> or visit her ever-changing web site at <http://www.weon.com>

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WOMEN

They smile when they want to scream.
They sing when they want to cry.
They cry when they are happy and laugh when they are nervous.
They fight for what they believe in.
They stand up for injustice.
They don't take "no" for an answer when they believe there is a better solution.

They go without new shoes so their children can have them.
They go to the doctor with a frightened friend.
They love unconditionally.
They cry when their children excel and cheer when their friends get awards.
They are happy when they hear about a birth or a new marriage.
Their hearts break when a friend dies.
They have sorrow at the loss of a family member, yet they are strong when they think there is no strength left.
They know that a hug and a kiss can heal a broken heart.
Women come in all SIZES, in all colors
They'll drive, fly, walk, run or e-mail you to show how much they care about you.
The heart of a woman is what makes the world spin!
Women do more than just give birth.
They bring joy and hope
They give compassion and ideals.
They give moral support to their family and friends.
Women have a lot to say and a lot to give.



Helpful Websites

www.searchforquotes.com – pay per customer referred to you
www.superpages.com - add your business listing for free
www.theideabox.com/ - preschool/activity ideas
<http://ericeece.org/ed2link.html> - list of resources
www.mcps.k12.md.us/curriculum/pep/pz.html
http://www.ci.norfolk.ne.us/library/early_childhood_education.htm - list of resources
<http://www.edc.org/CCF/latinos/id3.htm> - latino resources
<http://www.caregivernetwork.org/supplies.htm> - supplies & equipment

NEW Member Login

If you didn't receive an email offer to join the member pages online, please call Dawn at 303-690-7684



A CareGiver Network Presents

The Hurried Provider's Training Solution Saturday, November 15, 2003

Church of The Holy Spirit, 8237 South Holly Street, Centennial, CO 80122

This training is customized to fit any schedule. You may pre-register for 2, 4, or 6 hours.

8:00a-10:00a Effective Discipline by Theresa Weber, BS Child Development & Family Relations.

Learn how to effectively discipline children using natural and logical consequences as well as how to build children up so they don't act out.
2 hours in Child Development

10:15a-12: 15p Understanding and Respecting the Gifts of Culture by Deborah Coleman

This workshop is geared to help you learn about different cultures and how to respect diversity within your program and how to work together with parents to build relationships between you and the clients of infants and toddlers.
2 hours in Infants and Toddlers/Cultural Diversity.



12:45p-2: 45p From Trash To Treasures by LaDean Dickerson, Experienced Child Care Provider

This is a hands-on workshop that will give you some ideas on how to use things for crafts that you might just throw away. What do you do with those little left over pieces of sidewalk chalk? How about old pantyhose? Please bring an empty gallon milk jug, an old pair of pantyhose, and a pair of scissors with you to learn these secrets.
2 hours in Early Childhood Education

****A Continental breakfast is provided. Please bring a potluck dish to share with others for lunch.***

Questions???? Please call Mary Ingleby 303-699-2681

Name: _____ License # _____
Address: _____ Zip _____ Phone _____

Please register me for: Discipline... Culture Treasurers

MEMBERS COST: 1 workshop \$ 15.00; 2 workshops \$20.00; Whole day \$25.00

NON-MEMBERS OF ACGN PLEASE ADD \$5.00 PER WORKSHOP or \$10.00 FOR THE ENTIRE DAY OF ATTENDANCE.

Make checks payable to: Caregiver Network

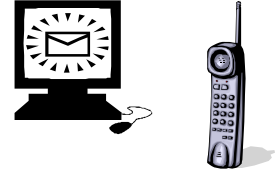
Mail to: Caregiver Network Attn: Mary Ingleby 17572 E. Bellewood Cir. Aurora, CO 80015-2024
OR register on line at www.caregiver.org/cart.htm and use pay pal.

Please note: 10 pre-paid registrations are required for the workshops to be held.
Deadline for registrations is November 12, 2003





A CareGiver Network Contact Page Telephone, Email, Etc.



Executive Board Members

President, **Carol J.** 720-216-1861
inlucktoday@yahoo.com fax 720-216-1862
 Vice President, **Mary I.** 303-699-2681
 CAFCC State Representative
Carol R. 303-343-9737
Tonie R. 720-538-9742
 Membership, **Jay S.** 303-690-8267
 Newsletter Editor, **Dawn R.** 303-690-7684
drhods@comcast.net
 Referral Coord. **Maria C.** 303-690-5836
mariaconrad@comcast.net
 Secretary, **Sandy C.** 303-690-6333
 Spanish Referrals, **Alma D.** 303-344-9596
 Treasurer, **Karen G.** 303-368-8945

Committee Positions:

CPR/First Aid, **Carol** 720-216-1861
 Fieldtrips/Special Events, **Mary** 303-699-2681
 Hospitality Secretary, **Rhonda** 303-766-2647
 Librarian, **Carol** 720-216-1861
 Medication Course, **Maria** 303-690-5836
 Newsletter, **Carol** 303-216-1861
 Phone Tree, **Angie** 303-306-7151

Human Services, Division of Child Care:

Main Number 303-866-5958
 Oxana Golden 303-866-5943
 Dana Andrews 303-866-5946
 Susan Conley 303-866-5941
 Arapahoe County Main # 303-636-1100
 Arapahoe County Crisis # 303-636-1750

Licensing Specialists: Front Range

Main Number 303-404-5092
 Message Line 303-404-5597
 Supervisor, Rosemarie Allen 303-404-5304

Caseworkers: Front Range

Trisha Swinton 303-404-5597 3595
 80010, 11, 12, 13, 14, 80111 & 80222
Kathi Wagoner 303-404-5092 x3151
 80015, 17, 18, 80110 112, 120, 121, 122, 123

Denver Child Care Licensing:

Main Number 303-285-4075

Food Programs:

A Child's Choice 303-693-4467
 Child Care Sponsors 303-745-1358
 Kid's Nutrition 303-987-4852
 Wildwood 303-730-0460

CPR & First Aid:

ACGN Fundraiser 303-216-1861

County Referrals:

A CareGiver Network 720-870-1161
 Adams 303-451-1061
 ACFCCA 303-246-5146
 Boulder 303-494-0404
 Broomfield 303-469-5596
 Denver 303-750-1062
 North Denver 303-371-7650
 Douglas/Elbert 303-841-7718
 Jefferson 303-968-8772
 Longmont 303-651-1539
 Lafayette 303-828-4617

Resource Agencies:

Corra, www.corra.org 303-290-9088
 Metro Denver R&R 303-969-9666
 Family Resources 303-969-9500
 Care Connection 303-604-0030
 Colorado Childcare Association 303-860-7174
 CAFCC 303-450-7297
 CAEYC 303-791-2772

Education:

*Pre-licensing, Universal Precautions, Medications
 and Continuing Education*

Dawn Rhods 303-690-7684

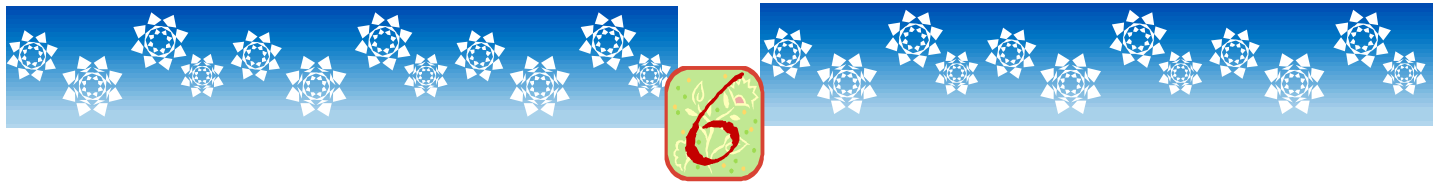
www.caregivernetwork.org

Hurried Provider Training Solutions,

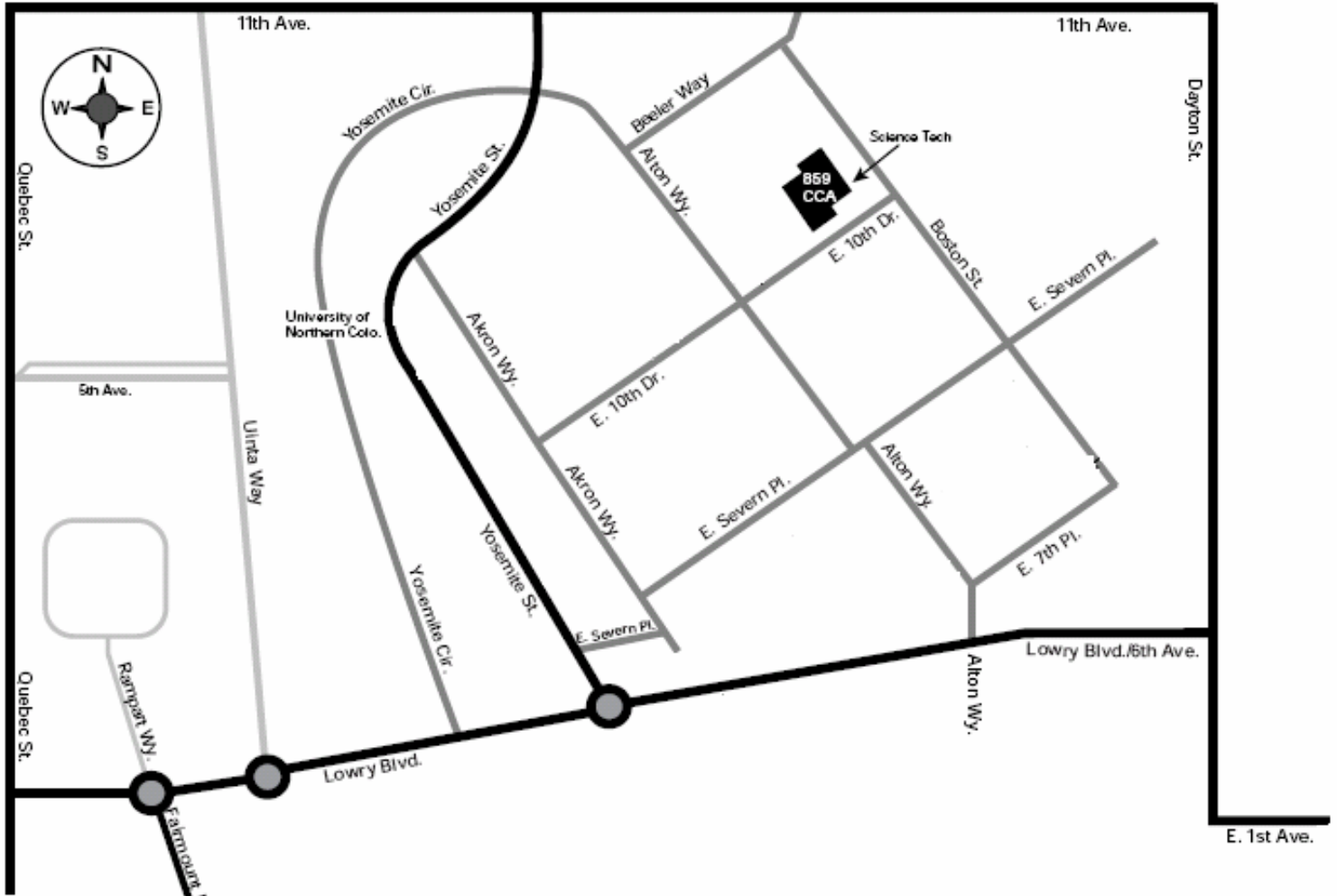
Mary Ingleby 303-699-2681

Miscellaneous

Colorado Department Of Health
 Immunization cards 303-692-2650
 Community College of Aurora, Early Childhood
 Resource Center 303-340-7053



Community College of Aurora, 9235 E. 10th Dr., Building 859, Room 107



Storytime Sessions

Join us on the 2nd Friday of each month for story time. We'll be meeting at the CCA Early Childhood Resource Center at 9235 E. 10th Drive, Building 859, Room 107 on the Lowry Campus from 10:00-10:30 a.m.

- November 14
- December 12

Space limited. Must R.S.V.P. to Sue Dolezal at 303-340-7053. If you would be interested in doing the storytelling session one month, please contact Dawn at 303-690-7684.



Preschool Planning Club

Join us on the 3rd Tuesday of each month at the CCA Early Childhood Resource Center at 9235 E. 10th Drive, Room 107 on the Lowry Campus from 7:00 p.m. – 8:00 p.m.

- November 18
- December 16

Do you make your own preschool curriculum --- OR would you like to start and save money on purchasing preschool kits?

Come to the November 18th meeting and we'll select curriculum topics for the next few months. Please bring any preschool activity books you may have. The resource center does have some materials available as well. For more information or to R.S.V.P., call Dawn at 303-690-7684.



Family Structures

An emerging household arrangement in the USA is getting the attention of demographers—unmarried opposite-sex adults living together with young children.

According to the *US Census Bureau* ("Current Population Survey", March 2002) . . .

* 2.9 million children under age 18 (about 4% of all children under age 18) live with a parent and his or her unmarried partner;



* 62% of these children live with mom and her partner; 38% with their dad and his partner;

* In 2002, 4.9 million households included a head of household living with an unmarried partner of the opposite sex; 600,000 households included same-sex partners;

* About 50% of all marriages today involve couples who have lived together first.

Researchers interviewed for a *USA Today* story (September 18, 2003), "Unmarried with children: For better or worse?" added these observations . . .



* One in nine babies now born in the USA is to an unmarried cohabitating couple;

* If cohabitating couples go on to marry, within five years, more than 50% will separate, compared with about 20% of married couples.

Election Results

by Mary Ingleby

Vice President	Mary Ingleby
Secretary	Sandy Campbell
Membership Secretary	Jay Skinner
Referral Coordinator	Maria Conrad
State Rep #2	Tonie Rutledge.

The board of directors voted to fill the current board vacancies for the remaining term with:

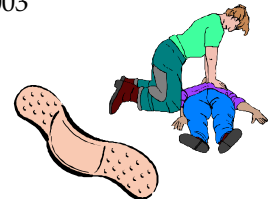
Treasurer	Karen Geyer
Newsletter Editor	Dawn Rhods

Training

CPR & First Aid Courses:

8:45 a.m. – 3:00 p.m. Held on the 3rd Saturday of each month at the Medical Center Aurora South, 1501 S. Potomac St., Meeting Room #1, Aurora, Colorado. Must prepay, space limited. \$35 for both FA and CPR or \$30 for one. 720-216-1861.

- November 15, 2003
- January 17, 2004
- February 21
- March 20
- April 17
- May 15



Medication Administration Courses:

8:45 a.m. to 1:30 pm on the 2nd Saturday each month at the Medical Center Aurora South. This course fills up two to three weeks in advance. Must prepay. No refunds strictly enforced. \$30. 720-870-1161.

- November 8, 2003
- December 3, 2003
- January 10, 2004
- February 14
- March 13
- April 10
- May 8



Family Child Care Pre-licensing:

Held the first 2 Saturdays each month. Held at the Medical Center Aurora South, 1501 S. Potomac St., Meeting Room #1, Aurora, Colorado. \$55. 303 690-7684.

Universal Precautions – 1:45 p.m. – 3:30 p.m. 2nd Saturday of each month. At the Medical Center Aurora South, 1501 S. Potomac St., Meeting Room #1, Aurora, Colorado. Must prepay, space limited. \$15.00. 303-690-7684

- November 8, 2003
- January 10, 2004
- February 14
- March 13
- April 10
- May 8



All courses require pre-payment and pre-registration. No refunds for classes unattended for any reason.

You may purchase courses listed above online at www.caregivernetwor.org/cart.htm using a credit card or an e-check or call a board member to mail you an application form.



Training Continued

Workshops & Networking Meetings

📅 **Thursday, November 13, 2003 7p-815p at CCA. (See map on page 7 for location)**

TECHNIQUES & STRATEGIES for BUILDING an INCLUSIVE MULTI-CULTURAL ENVIRONMENT for your CHILD CARE facilitated by the producers of Gumbo Kids CO.

Learn how to help the children you care for develop cultural appreciation. Gumbo Kids CO has been seen on Channels 2, 7 and 9, featured in Colorado Parent and very soon in Ladies Home Journal as an excellent education resource for Caregivers and Parents. Their products are engaging and will help to create an atmosphere where every child will feel special and unique. *CULTURAL & INDIVIDUAL DIVERSITY 1.25 credit hours*



December, 2003 - No training or general meeting

📅 **January, 2003 – Class on Stress Management is planned. Watch for more information in the next newsletter.**

ECE Preschool Activities

Five Little Pilgrims

Five little Pilgrims on Thanksgiving Day
(hold up hand and count off fingers with the rhyme)
The first one said, "I'll have cake if I may."
The second one said, "I'll have turkey roasted."
The third one said, "I'll have chestnuts toasted."
The fourth one said, "I'll have pumpkin pie."
The fifth one said, "Oh, cranberries I spy."
But before the Pilgrims ate their turkey dressing,
They bowed their heads and said a Thanksgiving blessing."

How Are You Advertising?

**Do you need a website
for your child care facility?**

*\$35 for a one-page site. \$10 from each sale donated
to ACGN for advertising efforts.*

Dawn Rhods 303-690-7684

Snowman Matching Game

This file folder matching game by Deborah H. focuses on color recognition.

Materials: File folder, cut outs of twenty snowmen, twenty colored scarves for the snowmen and a laminator or clear contact paper.

Description: Teachers cut out the snowmen and scarves then place a different colored scarf on each snowman and place ten of them on the file folder. I use the colors: red, orange, green, yellow, blue, violet, pink, brown, black, and white. Now, laminate the file folder. Next, take the other snowmen and scarves and laminate them separately. Cut them out and place them in an envelope on the back of the file folder for a matching game.

Comments: I have done this with fire trucks, turkeys, bears, letters, and different size pumpkins.

If you're looking for a winter theme about Hibernating Animals, you'll find one in the [Rainbow Resource Room](#).



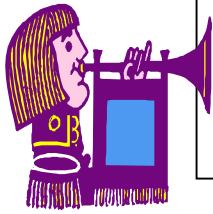


A CareGiver Network Activity Schedule

November 2003						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1 8:45a-5:00 p.m. Pre-licensing	2
3	4	5	6	7	8 8:45a-1:30p Medication Admin 1:45-3:15 p.m. Universal Precaut.	9
10	11	12	13 7-8:15 p.m. Membership and networking mtg	14 10-10:30 a.m. Storytime Must R.S.V.P.	15 8a-2:45pm Hurried Provider's Training Solution	16
17	18 7:00-8:00 pm Preschool Planning Club	19	20	21	22	23
24	25	26	27	28	29	30

December 2003						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	2	3	4	5	6	7
8	9	10	11	12 10-10:30 am Storytime Must R.S.V.P.	13 8:45a-1:30pm Medication Administration	14
15	16 7:00-8:00 pm Preschool Planning Club	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				






Did your email address change?
 Are you planning to move?
 Don't forget to call Jay
 at 303-690-8267 with your
 new address and phone number.

**DO YOU HAVE OPENINGS IN
 YOUR HOME CHILDCARE?**
 Call Maria Conrad at 720-870-1161 by
 the
 5th of each month to update. If Maria
 does not hear from you, she will
 assume your childcare is full and that
 you do not
 desire any referrals.

CAREFREE

an early learning center
 15151 East Wesley Ave.
 Aurora, CO 80014



*The Gift of Tomorrow
 Is Today's Child.*

Dian Goldberg
 President

(303) 751-4004

REMEMBER:
 MOST LOCATIONS, MAPS AND TIMES
 OF A CAREGIVER NETWORK
 WORKSHOPS AND MEETINGS
 CAN BE FOUND AT
www.caregivernetwork.org/workshops.htm



A CareGiver Network
 P.O. Box 460861
 Aurora, CO 80046-0861

