

# NETWORK NEWS

## Enriching the Community



### A Message from the CCR&R Director

I wanted to take this opportunity to update you on what I know about changes in the OCFS Syracuse Regional Office. I know there have been many concerns with licensing visits, violations and enforcements. Within the last year, OCFS sent out the Dear Provider letter discussing supervision issues within programs. There are many programs that are concerned with what is going on in the field of early childhood education and feel the culture of OCFS licensors is punitive and adversarial versus collaborative.

I've had the opportunity to meet with some center directors to discuss these concerns as a group. I've spoken individually with some family and group family providers as well. With the group of directors, we've held several meetings to talk about the concerns, met with the Syracuse Regional Office Manager to discuss regional issues, met with elected officials and finally met with the Rensselaer—OCFS Home Office supervising staff.

Change is happening. The Syracuse Regional Office is currently without a manager. Terry Chylinksi has retired. The search will take a few months, but there will be a new manager hopefully in the fall. I will try to set up a meet and greet session with the new person when they are settled in the role.

The OCFS Home Office staff are aware of some of the issues experienced in the region and have expressed the need for change. Some examples include:

OCFS licensing staff should be returning calls/emails and answering questions in a timely manner. Paperwork should be processed timely as well. If you place a call to your licensor and do not hear back within a week, call their supervisor. That should not be happening. If you have outstanding paperwork for months, call your licensor's supervisor.

OCFS is internally working on consistency between licensors. They are working on the interpretation of the regulations by the licensing staff to ensure they are interpreted correctly. There are always going to be grey areas though. If you have a concern about a violation express your concern in a respectful manner to your licensor. If you are not satisfied with their response, call their supervisor. If you are not satisfied with the supervisor's response, call the Home Office Director while we are waiting for a new Regional Office Manager. You can find all the phone numbers you need on page 3 of this newsletter.

OCFS has the same goal as yours—to keep children safe. They understand how important and hard your job is and respect you for making this your career.

*Jennifer Perney*

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Family Enrichment Network  
is a proud member of:



Early Care &  
Learning Council  
United to Promote Quality



Congratulations to CCR&R Referral Specialist Norma Bergmann for receiving the Cindy Chaplin Award through the Children and Youth Services Council.

This award is given yearly to an individual in the community who has in some way exemplified a commitment to children and children's services. Norma has definitely done that during her career.

After 31 years at Family Enrichment Network helping parents find a child care program to meet their needs, Norma is retiring! Her last day is August 17th.

If you have worked with Norma through the years, please call to wish her well!

If you have a program update, call Lisa Rosa at 723-8313 ext. 824. She will be happy to help!

**Child Care Resource and Referral Contact List**

**Broome Office: (607) 723-8313**

Jennifer Perney: Director	Ext: 872	jperney@familyenrichment.org
Norma Bergmann: Child Care Referral Specialist	Ext: 829	nbergmann@familyenrichment.org
Leslie Vermaat: Training Specialist/Mentor	Ext: 884	lvermaat@familyenrichment.org
Elaine Johnson: Legally Exempt Specialist	Ext: 832	ejohnson@familyenrichment.org
Lisa Rosa: CACFP Coordinator	Ext: 824	lrosa@familyenrichment.org
Crystal Rozelle: CACFP Monitor	Ext: 825	crozelle@familyenrichment.org
Cathy Lipski: CCR&R Specialist	Ext: 894	clipski@familyenrichment.org
Megan Brown: Infant Toddler Specialist	Ext: 824	mlbrown@familyenrichment.org

**Tioga Office: (607) 687-6721**

Ann Shear: Tioga Coordinator	Ext: 1186	ashear@familyenrichment.org
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**Chenango Office: (607) 373-3555**

Melanie Manwarren: CCR&R Specialist	Ext: 1523	mmanwarren@familyenrichment.org
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General questions: email: jperney@familyenrichment.org

## OCFS licensing and contact information

Below you can find a list of the licensors in the Syracuse Regional Office and their supervisor's name and phone number.

Please contact the supervisor if you do not hear back from your licensors or are not satisfied with their answer.

The next step after contacting the supervisor, you may then reach out to the Director of Regional Operations, Tracey Turner, or another Regional Office Manager from across the state.

If you have any other questions about this, or need advice on what to do, please call CCR&R Director, Jennifer Perney, at 723-8313 ext. 872 or email at [jperney@familyenrichment.org](mailto:jperney@familyenrichment.org).



Syracuse Regional Office - Main Telephone Number 315-423-1202 Tracey Turner – Director of Regional Operations – 518-486-6247

Mark Demma -  
Licensing  
Supervisor  
315-423-1208

Mark Gunn - Fire & Safety  
Doug Speck – Fire & Safety  
Ed Wisnowski – Fire & Safety  
Ellen Walters

Thomas Mitchell -  
Licensing  
Supervisor  
315-423-1187

Nancy Corvo  
Steve Farkas  
Kathleen Gardiner  
DeRessa Kesela  
Steve St. Clair  
Bonnie Waite  
Ray Zongo-Lawrence

Deborah Fischer -  
Licensing  
Supervisor  
315-423-1188

Josh Drotar  
Andrea Hodkinson  
Theresa Lewis  
Misty O'Donnell  
Maria Pizzola-Dafoe  
Ilona Schafer  
Cathyann Schlick  
Adam Sutton  
Melisa Trabert

Briane Tice -  
Licensing  
Supervisor  
315-423-1012

Kate Collins  
Annabelle Gardner  
Tammy Pickert  
Joni Roberts-Palmer  
Abby Rosenberg  
Dina Volente  
Kevin Whitty

Joyce Morgan -  
Support Staff  
Supervisor  
315-423-1202

Brenda Marlowe  
Samantha Halligan

### Regional Office Managers

- Sarah-Beyer Ellis – Albany Regional Office 518-402-3038
- Pat Harper – Buffalo Regional Office 716-847-3828
- Robin Beller – Long Island Regional Office 631-240-2560
- Paulette Walley – Rochester Regional Office 585-238-8531
- Frances Franco-Montero – Spring Valley Regional Office 845-708-2400

Feeling stressed out by problem behaviors?  
Ready to kick those children out of your program?



Before you do that, give us a call!  
We can try to help!

Our staff can come on-site to observe the children and the setting to help give tips on dealing with challenging behaviors. We have many different techniques to suggest. Sometimes it's just a matter of what works for each individual child.

Call us today!



**Congratulations!!**

**New child care programs:**

**Broome County Family Child Care**

Megan Decker  
Candace Vandermark

**Broome County Group Family Child Care**

Kiddy Kare Daycare

**Chenango County Family Child Care**

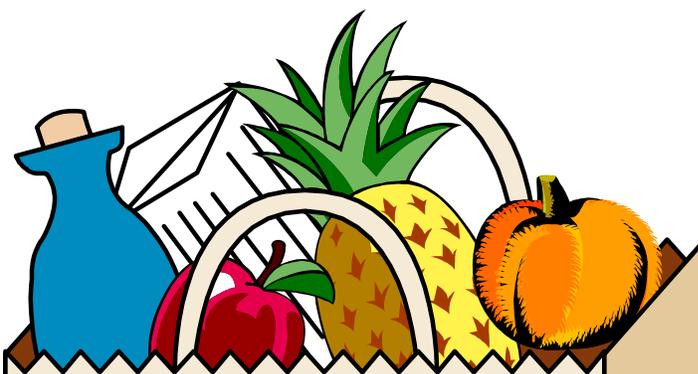
Samantha Bennett

**Chenango County Group Family Child Care**

Stacey Mowatt

**Tioga County Child Care Center**

Giggle Box Playhouse LLC



**Impossibly Easy Taco Pie**

(From [www.bettycrocker.com](http://www.bettycrocker.com))

Ingredients:

- 1 pound lean ground beef
- 1 medium onion, chopped (1/2 cup)
- 1 package (1oz) taco seasoning mix
- 1 can (4.5oz) chopped green chilies, drained
- 1 cup milk
- 2 eggs
- 1/2 cup Bisquick mix
- 3/4 cup shredded cheddar cheese (3 ounces)
- salsa
- sour cream

Directions:

Heat oven to 400°F. Grease 9-inch pie plate. Cook ground beef and onion in 10-inch skillet over medium heat, stirring occasionally, until beef is brown; drain. Stir in seasoning mix (dry). Spoon into pie plate; top with chilies. Stir milk, eggs and Bisquick mix until blended. Pour into pie plate. Bake about 25 minutes or until knife inserted in center comes out clean. Sprinkle with cheese. Bake 8 to 10 minutes longer. Cool 5 minutes. Serve with salsa and sour cream.

# FIVE WAYS TO PREPARE YOUR CHILD FOR KINDERGARTEN



## 1. Focus on Motor Skills

Developing both gross and fine motor skills is a critical piece of learning to prepare for kindergarten. Practice gross motor by playing follow the leader, setting up an obstacle course that allows your child to crawl, walk, and jump, or having a dance party. Develop fine motor skills with activities like setting the table, eating with utensils, playing with Play-Doh and building with small blocks.

## 2. Model Problem Solving Skills

It is important for children to understand the consequences of their actions, and how those actions can affect others. Model positive problem solving and using positive words to resolve conflicts. Help children to understand that anger is a normal feeling, but it needs to be expressed in an appropriate way. Provide your child with tools to use when they are feeling frustrated, such as deep breathing or finding a quiet place to stop and think. Talk through choices that can be made when faced with a problem and help your child to understand the consequences of these choices whether positive or negative.

## 3. Read Every Day

Reading helps improve communication skills by introducing your child to new words that will broaden his vocabulary. When reading is added into your child's daily routine, it enhances concentration and improves ability to apply logic in real-life scenarios. Have a cozy reading corner or a small tent where children can go to curl up with a favorite book.

## 4. Build Letter and Number Recognition

Reinforce foundational concepts with preschoolers by introducing them to a variety of learning activities and using everyday experiences to reinforce this learning. Here are some suggestions to build letter, sound, and word recognition:

- Assemble an alphabet puzzle
- Play with magnetic letters on the refrigerator or a cookie sheet
- Create a name card for your child and talk about the names of each letter
- Point out letters in signs and other words in your child's everyday world
- Incorporate number words while playing a game of hopscotch
- Point out numbers and number words in signs or books
- Involve your child in counting activities as you go about your day, like counting while climbing a staircase
- Use household materials to introduce your child to the words "more" and "less"

No matter how you practice letters and numbers with your preschooler, make the learning process fun!

## 5. Give Choices

Help your child develop independence and increase their confidence by allowing them to make choices. No matter how small a decision may seem to us, giving children a chance to make it for themselves, such as choosing which shirt to wear, shows them that we believe in their ability to make a decision. You can also do this by allowing children to choose between two choices, both of which are acceptable. For example, do you want to wear your sneakers or your boots?

Teaching these five things in a fun and natural setting will get your child ready and excited to head off to school every morning.

*Adapted from [www.dailyparent.com](http://www.dailyparent.com) ; "5 Ways To Prepare Your Child For Kindergarten" by Leslie Marley*

## Be Picky about Plastics

Plastics are part of our lives. Plastic is cheap and convenient, however, plastic can leach chemicals that contaminate our food and drink. The best thing to do is minimize your use of plastic, especially in the kitchen. It is possible to choose and use safer plastics and that includes toys!

For starters, you can use a numbering system that has been developed. There are 7 types of plastics. When you do use plastics, look for these number codes which are located on the bottom of the item or box in which it is packaged and try to choose a safer product.

**Plastics labeled #1 Polyethylene terephthalate (PET or PETE)** This is a good choice! There are no known health impacts. This type of plastic is used for water, sports drinks and soft drink bottles. You can also find them in ketchup bottles and salad dressing containers.

**Plastics Labeled #2 High Density polyethylene (HDPE)** This is another good choice! There are no known health impacts and they can go in the recycling bin. Some examples are opaque milk, water, and shampoo bottles. You can also find some tasty yogurt in one of these containers! Grocery and garbage bags might also be labeled #2.

**Plastics Labeled #4 Low Density polyethylene (LDPE)** Once again, another choice that would be good. LDPE is not known to leach chemicals, but is not as widely recycled as #1 and #2. You can find #4 labels on some grocery store bags, bread and frozen food bags as well as squeezable bottles.

**Plastics Labeled #5 Polypropylene (PP)** This is a safe choice for storing food and is found in products such as Rubbermaid containers, clouded plastic containers and baby bottles. Although this is a safe plastic choice, #5s are not widely recycled.

You just read about 4 types of plastics. What about the other 3? If you remember this little rhyme it will tell you all about the other 3. **7, 6, 3 Bad for Me!**

**Plastics labeled #3** contain polyvinyl chloride and are a suspected toxin and carcinogen. Believe it or not, this type of plastic can be found in cling wrap, peanut butter jars and flexible plastic toys! **Plastics labeled #6** contain suspected carcinogens. What is a #6? Styrofoam! **Plastics labeled #7** can be known as polycarbonate. They are a blend of plastics and not all of them pose a risk, but don't take the chance if you don't have to. These products can release harmful Bisphenol A (BPA) into our food and drinks, especially if you use the container to heat water or food. #7 is found in durable plastic cups, pitches and sports bottles.

What are we supposed to do? If possible, avoid numbers 7,6 and 3 and look for BPA free plastics, glass or stainless steel bottles. If you are purchasing baby bottles and sippy cups, look for items labeled #5. Being vigilant about plastics can contribute to the well-being of you, your family and children in your care!



# Picky Eating

By: Megan Brown, Infant Toddler Specialist

Not my favorite phrase but this is normal. Yes, normal and a temporary part of childhood development. Fussing over eating broccoli? Normal. Doesn't want carrots but happily ate them yesterday? Normal. Only drinks from that one, dang green cup? Normal. Other advice is look at what your kiddos ate for the week rather than meal by meal. Great! So snacks all day but doesn't eat a legit meal is ok since it's not an everyday occurrence. According to the Academy of Nutrition and Dietetics, kids need two to three servings of veggies per day. Here are some tips to help your little ones want to try new things.

## 1. KIDS ENJOY WHAT THEY KNOW

Research shows exposure of newborns, babies and kids to new tastes increased their acceptance and pleasure from that food. This starts in the womb – moms with varied diet have infants that like more foods. Breastfed babies are exposed to a greater variety of flavors and may enjoy more foods as a result. Exposure in childhood remains the best predictor of what kids will like. Babies repeatedly exposed to veggies, to different textures of food, come to accept and want to eat these foods. It might take 10 times, but often, to know a flavor is to love it. We need no prior knowledge when it comes to sweet food. For other tastes, it takes tasting and re-tasting in many kinds of preparations.

## 2. KIDS ENJOY WHAT THEIR FAMILY AND PEERS ENJOY

When young people hear the “mmm” of food pleasure, when they see facial expressions and vocalization of others enjoying food, they are more likely to enjoy that food too. That's why kids, even babies, should eat in company. Kids are more likely to eat a food when they see an adult eating it, and even more likely to eat it when other kids eat and enjoy it. That's why family meals are critical. And why eating in front of a screen is the worst. What we do as caregivers is much more important than what we say. Telling kids to drink water when you're always walking around with a diet soda in your hand is as effective as telling them not to drive distracted when you're often on the phone while in the driver's seat. Eating healthy foods and enjoying these foods models good habits in our children.

## 3. KIDS ENJOY WHAT THEY EXPECT TO ENJOY

Ads for junk food drive the message that these foods give great pleasure. Kids, especially kids in the US, associate unhealthy food with fun and tastiness; and healthy food with bad or not-great taste. That's because good-for-you-foods usually emphasize how they'd help us achieve health goals and meet nutritional needs. They appeal to our knowledge and cognition, not to our emotions, desires and imagination. It's time to change that. Give healthy foods attractive names, pretty presentations and tell kids they are tasty and pleasurable and the positive expectation will be fulfilled.

## PLEASURE CAN HELP US EAT BETTER

It's easy to do a thing we enjoy, that's why it's critical that kids enjoy healthy foods. To make healthy foods desirable we need to employ all aspects of food joy: early and repeated exposure to achieve familiarity, social joy connected to healthy eating, and the expectation and belief that healthy food is delicious. Healthy foods and drinks can be tempting, exciting and delightful. It's time we emphasized their wonderful taste with words and actions.

Source:

[www.drayala.com](http://www.drayala.com); Melanie Potock, MA, CCC-SLP

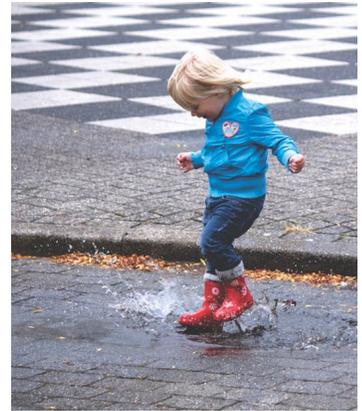


## Get Outside This Summer!

Spending time outside has significant health benefits for both you and the children. Being outside can lower depression and boosts mental health! This alone is a reason to get outside. Being outside changes stress in the body. Research shows lower levels of cortisol after spending time outside. It can lower blood pressure, decrease fatigue, improve memory, improve your ability to focus, and boost your immune system.

Don't forget: each type of child care has regulations around going outside. Program schedules require outdoor playtime daily (unless weather prohibits).

Make sure you go outside daily, not just because it's required and fun for kids, but because it's healthy for them and you!



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### Family Child Care Corner

#### How to Respond to Complaints About Taking Time Off

Family child care providers work long hours each week. On average, providers care for children 11 hours a day and spend another 13 hours a week on business activities when children are gone. That's 68 hours a week! Many providers take very few vacation days or sick days. Most take only a few days off for holidays. When providers do take time off, they are usually not paid.



This is not true for every provider. Some providers do take more than two weeks of paid vacation and several weeks of paid sick days. Some providers have multiple paid holidays and a week or more of paid personal days as well.

But, in general, providers take many fewer paid days off than the parents they serve.

#### How to respond when a parent complains

Because you are self-employed, there are no laws about taking breaks. So, you can take as many breaks as you want and you can decide whether to charge for them or not.

It's reasonable to take paid sick days, vacation days, holidays and personal days. Be clear about this in your contract.

- If a parent complains about you taking time off, tell them you are just following what's in your contract.
- If a parent still complains, you can ask them how many paid sick days and vacation days they get and say you want the same.
- If the parent still complains, tell them you are now going to charge them a "complaining fee" every time they complain.
- If the parent still complains, terminate her.

You are responsible for setting your own rules about paid time off. Parents may not be happy with your rules. Finding backup care can be difficult. But, don't let a complaint by a parent ruin your day.

Caring for children 55 hours a week or more is a physically and mentally challenging job! You don't need to apologize for taking paid time off.

Adapted from: Tom Copeland – [www.tomcopelandblog.com](http://www.tomcopelandblog.com)

## RECYCLED CHALK PAINT FOR OUTDOOR ART: MATERIALS

With spring, you purchase new sidewalk chalk for the children to play with outside, but soon it is a bunch of chalk pieces that can't be used, right? Wrong! You can still use those pieces. Just make them into recycled chalk that's like new again.



- Broken and/or water soaked pieces of sidewalk chalk
  - 1 quart freezer bags (weak bags will get holes in them)
  - Rubber mallet or hammer
  - Metal pitcher or other container for water
  - Water
  - Old muffin tin or other containers
  - Paint brushes
  - Something to stir with
1. Collect old chalk and sort by color. This is a great color sorting activity for kids! Have your kids collect old pieces of chalk out of your chalk bin and sort them into muffin tin or other containers.
  2. Place each color of chalk in a separate freezer bag.
  3. Use rubber mallet or hammer to gently crush chalk into a fine powder. Wrap the bag in a towel to keep it from ripping apart, especially if you are using a hammer.
  4. Add powdered chalk to muffin tin or other containers. One color per compartment.
  5. Mix with water. Pour in a little at a time while mixing. You want it to be the consistency of pancake batter. (While painting you will need to have water available to continue to add to the paint. The powder gets thick as you use it and continually needs more water. Use the little metal pitcher for this.)
  6. Allow chalk paint to sit and settle for 30-60 minutes before using.

Adapted from : <https://rhythmsoplay.com/recycled-chalk-paint>

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## Keep Your CPR/AED/First Aid Up To Date!

Have you ever wondered, “Hmmm, when does my CPR card expire?” So you pull it out of your wallet, junk drawer or read the copy you posted on the wall. Today is June 1, 2018 and your card expired on..... May 1, 2018! Now what? What is the solution to this dilemma?



The best solution is to sign up for a CPR recertification class well in advance of the expiration date of your current card. Family Enrichment Network offers many classes throughout the year. We offer a Full Course for those who have never taken a CPR class or if certification has lapsed. A Recertification Class is available if your 2 years of certification are about to expire. Scholarships are available to help cover the minimal cost.

A Professional Development Calendar is published twice a year and distributed to the community. It can also be found on the Family Enrichment Network website at [www.familyenrichment.org](http://www.familyenrichment.org) The calendar will not only list the CPR schedule, but many other programs of interest to child care providers.

Check the Professional Development Calendar and choose a CPR recertification class that is scheduled **BEFORE** your current card expires. Although there is a grace period that allows you to take a recertification class after you card expires, it does not solve the problem of a potential violation if your licenser should discover your card has expired. It is not worth creating a problem when you can be proactive and schedule the class in advance of you card's expiration date.

If you are about to register to become a new provider, you must have your CPR certification completed before you can open for business. Check the training schedule and find a class that fits your needs. Classes are offered on Saturdays as well as week day evenings.

Making sure you are up to date with CPR today will save you from frustration tomorrow!

JULY 2018

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12 JC	13	14
15	16	17	18 JC Owego	19	20	21 JC
22	23	24 JC	25 JC	26 JC	27	28
29	30	31				

AUGUST 2018

SUN	MON	TUE	WED	THU	FRI	SAT
			1 JC	2 JC	3	4
5	6	7 Chen	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22 JC	23 JC	24	25
26	27	28	29	30	31	

SEPTEMBER 2018

SUN	MON	TUE	WED	THU	FRI	SAT
						1
2	3	4	5	6 JC	7	8
9	10	11 JC	12 Owego	13 JC	14	15
16	17	18	19 Owego	20 Chen	21	22
23	24	25 JC	26 JC	27	28	29

Upcoming Training Opportunities

Broome County (JC):

July 12: 6-8pm—Promoting Language

July 18: 5-9pm—CPR/First Aid Recertification

July 21: 8am-2pm—CPR/First Aid Full Class

July 24, 25, & 26: 8am-1pm—Health and Safety for FDC/GFDC

July 25: 6:30-7:30pm—Small Talk

August 1: 10-11:30am—Why Worry About Plastics?

August 2: 6-8pm—Open Ended Art

August 22: 6:30-7:30pm—Small Talk

August 23: 6-8pm—Infant Toddler Lesson Planning

September 6, 11, & 13: 8am-1pm—Health and Safety for FDC/GFDC

September 25: 6:30-8:30pm—Planning for Emergencies

September 12: 5-9pm—CPR/First Aid Recertification

September 25: 6:30-8:30pm—Children’s Diet and Nutrition

September 26: 6:30-7:30pm—Small Talk

Chenango County (Chen):

August 7: 3:30-8:30pm: CPR/First Aid Full Class/Recertification

September 20: 6-8pm—Cavity Free Kids

Tioga County (Owego):

July 18: 6:30-8:30pm—Children’s Diet and Nutrition

September 12: 6:30-8:30pm—What’s New and Planning Ahead

September 19: 6:30-8:30-pm—Rituals and Helping Children Understand Routines and Schedules

Please see the July - December Professional Development and Training Calendar for full workshop descriptions or visit our website at [www.familyenrichment.org](http://www.familyenrichment.org).

# Is My Child's Appetite Normal?

By: Lisa Rosa, CACFP Coordinator

Children's appetites change. Children do not grow as fast in their preschool years. That is why your child may have a smaller appetite now. That is normal. If he or she is not hungry or does not finish a meal, relax. Take the food away. Your child probably is eating enough if he or she is full of energy and is growing and seems healthy. If your child is losing weight or has special food needs, get help from a health professional. This is not the time to figure out the problem by yourself. Most young children do best when fed four to six mini-meals a day

## Children know how much to eat.

Children usually will eat the right amount if you do not force him or her. Healthy kids usually eat when they are hungry. And they stop when they feel full. You decide what foods to offer and plan regular times to eat. Perhaps suggest two kinds of fruit for snacks. Let your child pick from foods you offer and decide how much to eat. Giving your child the choice and respect is important, even if he or she is overweight.

## Learning hunger cues is important.

Keep eating times relaxed so your child learns body signals for being hungry and feeling full. That is how your child can learn to eat in a normal way, not overeat. That is a good habit for lifelong health.

## Overfeeding can be a different problem.

Overfeeding and withholding food may end up in weight gain. Surprised? It is obvious that eating too much can make people fat. But underfeeding can have the same result. Your child might overeat later when there is another chance to eat. The same thing can happen to grownups. For example, skipping breakfast can lead to overeating at lunch. It is okay for you to leave food on the plate, too, or to start with a smaller portion. You can try it! More overweight kids are developing type 2 diabetes at an early age. You do not want that to happen. Deal with it now. Help your child learn to eat normally to keep a healthy weight as he or she grows

## You Can Help Your Child Eat the Right Amount

- Offer small portions. Let the child ask for more.
- Allow enough time. This may give your child a chance to feel full.
- Take food away when your child stops eating.
- Avoid extremes of withholding food when your child is hungry. Offer a small snack

## Your child is watching you.

If you overeat, your child may, too – if not now, then later. Your child learns how to eat by watching you. Keep your own portions sensible. Start with a small portion; only eat more if you are hungry. Eat when you are hungry, not just bored or stressed. Slow down to eat the right amounts. When you take care of yourself, you take care of your child, too!





Family Enrichment Network  
24 Cherry Street  
PO Box 997  
Johnson City, NY 13790-0997



Through partnerships with families and community agencies, Family Enrichment Network provides supportive services and programs for the optimal development of children, adults and families.

To learn more about our mission, and share in our vision that all children and families have the opportunity to grow and develop to their full potential, please visit our website at [www.familyenrichment.org](http://www.familyenrichment.org).